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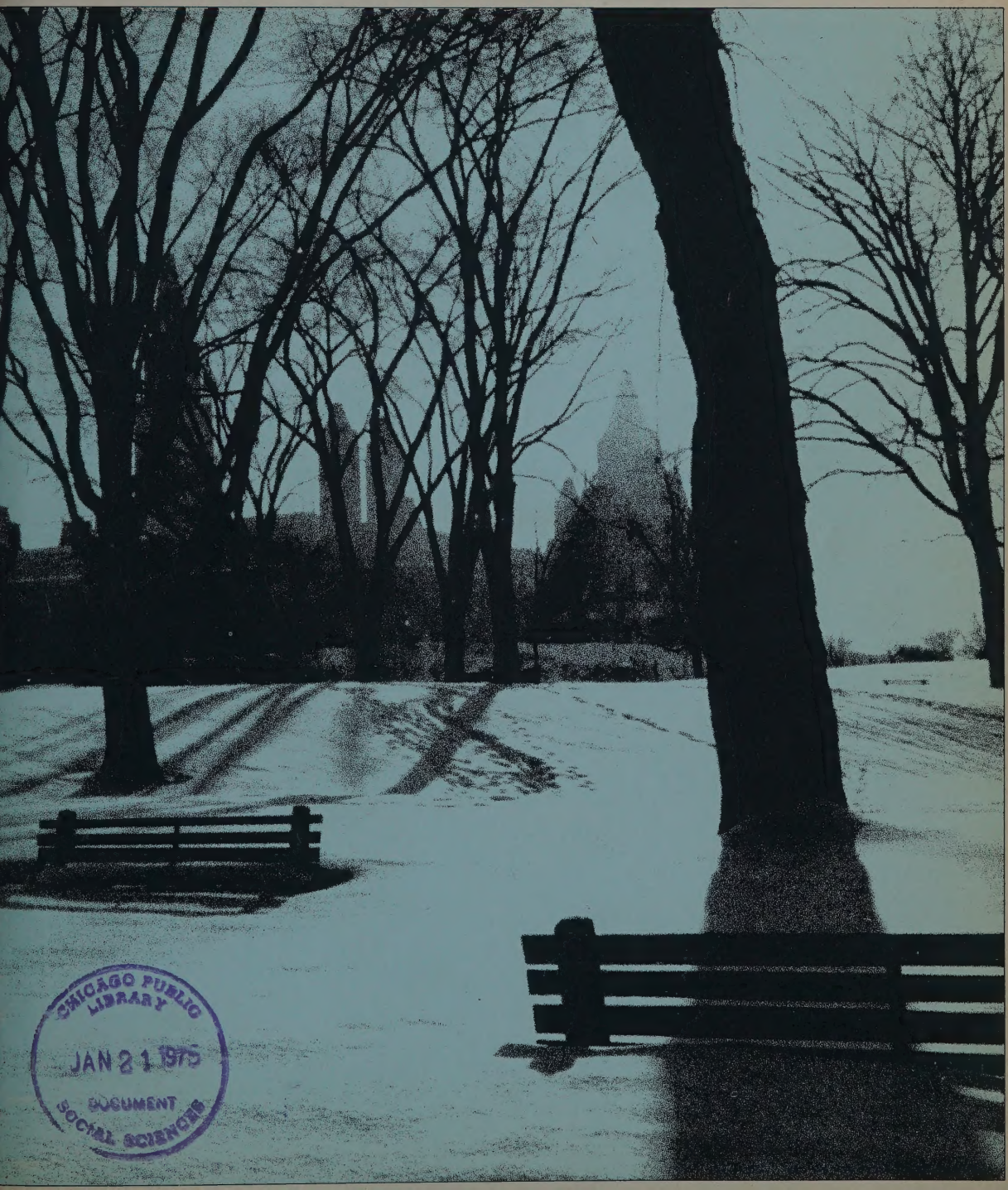

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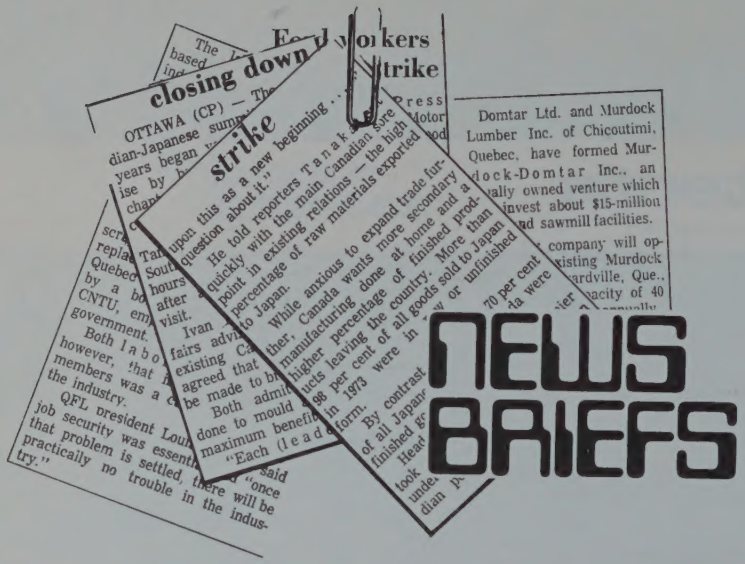

Economic Forecast

Canada in 1975 can expect a continued slowdown in real economic growth, continuing high inflation, slower employment growth and higher employment, according to a forecast released in September by the Conference Board in Canada.

In the first of a planned series of economic predictions, the independent research board said the forecast does not mean a recession, but rather a "period of economic adjustment that will reflect a sharply lower rate of economic expansion than we have had in Canada over any comparable period in more than a decade."

Real output is expected by the Conference Board to increase by only about 1.75 per cent in 1975, compared with an estimated increase of slightly over 4 per cent in 1974. High inflation is anticipated, with the Consumer Price Index projected to rise 12 per cent. There will be a slower growth in employment, with the net increase in total employment expected to be 80,000 persons, or 1 per cent, compared with 1974's increase of 370,000, or 4 per cent. Unemployment will rise from 5.5 per cent to 7 per cent of the labour force.

Personal income and personal disposable income should remain relatively high, said the Board, with real per capita income — frequently used as a rough measure of the average standard of living — expected to rise 1.5 per cent next year, compared with the 1974 increase of 5 per cent and a 1973 rise of 6 per cent.

The Board forecasted increases in total corporate profits, in current dollars, to be less than 5 per cent next year, compared with increases in 1973 and 1974 of more than 30 per cent.

Labour Body Proposed

An on-going body composed of business, labour and government officials is needed to discuss national labour problems, and it will be formed as soon as possible, according to Labour Minister John Munro.

Munro's remarks were contained in a speech delivered by Deputy Minister of Labour Thomas Eberlee in September to a meeting of the general council of the Canadian Daily Newspaper Publishers Association in Ottawa. He observed that, even though the majority of collective agreements are settled without work stoppages, "it is bleakly obvious that public confidence in the system is falling."

"I will be inviting representatives of labour and management to jointly participate with myself and my Department in a thorough examination and debate of our legislation and programs, as well as of the system they are designed to serve. The objective will be a combined, co-operative search for techniques of pinpointing and resolving problems, and placing relationships on a more viable and effective footing."

According to Munro, employers and unions must find a relationship that does not employ confrontation. There is growing pressure on governments to play a stronger role in industrial relations, but "the onus for improved relations falls jointly on labour, management, and government. This improvement has to come from within the partnership."

Later that month, Munro himself addressed the regional convention of the International Woodworkers of America in Vancouver and reiterated his desire to meet with labour and management officials to solve labour disputes.

Unions are not necessarily to blame when disputes occur, he stated. "They strike only when driven to it as a last resort — and under the adversary system, they have no other effective bargaining weapon to use. The adversary system, then, must be called into question. We must re-assess entrenched attitudes of confrontation and hostility. We must replace these attitudes with stronger emphasis on our mutuality of interests, on our increasing interdependence.

"I am convinced that proposals emanating from any one person or group will automatically be suspect in the current climate of antagonism and distrust. Only by getting the various

interested parties together to debate issues of mutual concern in a way that is removed from the gladiatorial arena can we hope to encourage the kind of calm, reasoned consideration that hopefully will lead to desperately needed new initiatives, perhaps to a consensus on the kind of changes needed to maintain collective bargaining as a viable institution."

Overtime Curtailed

The Supreme Court of Canada has backed up the United Steelworkers of America in its fight against excessive overtime. The court ruled earlier this year that unionized employees at an Ontario plant cannot be required to work more than 48 hours a week without their consent.

The issue arose in 1972 when Galt Metal Industries suspended for three days a member of Steelworkers' Local 2894 who refused to work more than a 48-hour week. In grieving the suspension, the union cited a section in the Ontario Employment Standards Act which says no employer may require or permit work byond 48 hours unless a 56-hour-a-week permit has been obtained, and unless the employee or his union voluntarily consent. The company countered that it had obtained the permit, and that the union had given up protection under the 48-hour law: the Steelworkers' contract did not deal with voluntary overtime and gave the company full authority to schedule operations without restriction.

The grievance went before an arbitrator who ruled against the union; on appeal, the Supreme Court of Ontario upset his ruling. The Ontario Court of Appeals subsequently reversed the Supreme Court decision, thus setting the stage for the federal Supreme Court ruling.
In a unanimous decision written by Mr. Justice Martland, the Supreme Court said that the general authority given to the company under the contract's management rights clause did not constitute the consent or agreement required by the Employment Standards Act to work more than 48 hours a week. Although the contract does not mention voluntary overtime, the law takes from the employer the right to require excessive overtime and makes it subject to the consent of the employee.

The court ruling is expected to have ramifications in the automobile industry, where the three major car companies have made extensive use of 56-hour weeks.

Shipping Normalized

Shipping on the Great Lakes and St. Lawrence Seaway began returning to normal in October, following resolution of three labour disputes that had curtailed the movement of vessels since early August. The disputes involved about 400 deck officers in the Canadian Merchant Service Guild (CMSG), about 700 engine room officers, members of the Canadian Marine Officers Union (CMOU), and about 50 pilots in the Corporation of Professional Great Lakes Pilots.

The deck officers and engineers, who work on 145 lakers and canal ships owned by companies in the Canadian Lake Carriers Association, walked off the job August 7 in support of demands for higher pay and cost of living increases. With the help of two federal mediators and extensive effort by Labour Minister John Munro, a tentative contract between the Association and the Merchant Service Guild was signed on September 14 and ratified by the deck officers about 10 days later. The agreement provided for wage increases of about 60 per cent over two years, and gave the officers an average wage boost of $2.10 an hour. Under the old contract, they had earned between $3.16 and $4.12 an hour.

Photothèque

The engineers' contract was signed September 28 and ratified a week later. It provided increases similar to those won by the deck officers. Under their old contract, engine room officers were paid $3.44 an hour after a five-year apprenticeship.

The two strikes affected grain shipment and storage in Quebec ports and left Montreal and Toronto grain elevators low in stock. The manager of the Port of Montreal was quoted in the press as predicting a shortage of grain for eastern Canada this winter. Also affected by the strikes were deliveries of coal and iron ore to Toronto, Hamilton and Sault Ste. Marie.

In the third dispute, the Great Lakes pilots began a 10-day boycott about September 10 and stranded more than 40 ocean-going ships in the Seaway system. The pilots wanted their U.S. counterparts to respect a 1961 agreement stipulating that pilotage in the international waters of the Seaway was to be shared equally by pilots from both countries. The Canadian pilots contended that, during the last five years, U.S. pilots were taking more than their share of the traffic. The pilots went back to work following an interim agreement that the 1961 arrangement would be continued until the end of the 1974 shipping season, with the understanding that the Canadian and U.S. governments will find a long-term solution over the winter.

Early Retirement

More than 400 members of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, who were employed in Ford, General Motors, and Chrysler plants in Canada, retired October 1 under the "30-and-out" plan negotiated between the union and the companies in late 1974 (LG, Feb., pp. 90 and 92).

At Ford, 213 workers – about 33 per cent of the 615 employees at least 55 years old with 30 or more years service – retired on monthly pensions of $625 a month. The pensions had increased on October 1 from $550 a month and will rise to $700 a month on October 1, 1978. Out of about 560 General Motors workers, 140 retired early; their average age was about 61. At Chrysler, where the $625 pension became effective November 1, 70 of an eligible 350 retired; the Chrysler pension will increase to $650 a month on October 1, 1976.

Farm Worker Abuses

The Ontario Government has been singled out "as bearing sole responsibility for the plight of migrant workers" in that province, according to *Harvest of Concern*, an Ontario Federation of Labour report into the problems of migrant agricultural workers.

The report suggested three basic legislative changes that could eliminate such abuses as long hours for low pay, unsanitary living conditions and child labour: (1) implementation of the OFL minimum wage proposal of $3 an hour to include agricultural workers; (2) extension of the Employment Standards Act provisions to cover agricultural workers; and, (3) passage of legislation providing for adequate housing, including minimum standards of construction and sanitation.

The Ontario farm labour force is composed of local residents, native people, youth, migratory workers from Ontario and Quebec, and "offshore workers" from Portugal, the Caribbean, and Mexico. However, noted the report, only the Mexican and Caribbean workers are protected in any way from exploitation (LG, Aug., p. 543) in pay, housing and return fares. Portuguese workers pay high fees to what the report calls "brokers" or "body peddlers" in order to work in Ontario. Except for workers covered by federal agreements, no protection exists for the majority of farm labour, including native-born Canadians.

Migrant workers daily risk their lives riding to the fields in unsafe, uninspected, and unlicensed vehicles, claimed the OFL. Citing a number of fatal accidents in Canada and the United States involving large groups of

field hands, the report contended that this demonstrates the lack of concern by governments for the safety of these workers.

Harvest of Concern also examined such issues as corporate control of the food industry; the loss of prime agricultural land to housing and industrial developments; the hiring of foreign workers at wages below provincial minimums; and the work ethic among Canadian farm workers.

CLRB Appointment

Ms. Hélène LeBel, a Montreal lawyer, has been appointed Vice-Chairman of the Canada Labour Relations Board. Ms. LeBel, a law professor at the University of Montreal, joins co-Vice-Chairman J.W. Willard.

Appointed to the Board at the same time as Ms. LeBel was Lorne E. Shaffer of Vancouver, Director of Industrial Relations with Alltrans Express Limited.

Metro Moves Again

For the first time in six weeks since a wildcat strike stopped Montreal subway service, Metro trains rolled on September 20 after members of le Syndicat du Transport ratified an agreement reached between the union and the Montreal Urban Community Transit Commission (MUCTC).

The dispute had started 44 days earlier, on August 7, when 1,600 garage and maintenance workers walked off their jobs in support of 73 employees who had been suspended for refusing to work on two Quebec statutory holidays. The strikers were also demanding that their contracts be reopened for the inclusion of a cost of living clause. MUCTC management said the central issue was whether employees were free to refuse overtime work, and would not discuss the illegal strike until the workers returned to their jobs.

When the union, affiliated with the Confederation of National Trade Unions (CNTU), ignored a court injunction ordering the strikers to return to work, a Quebec Superior Court judge on August 27 fined the union and 24 of its leaders more than $54,000 and held another 47 rank-and-file members in contempt. (These charges were later dismissed by another judge.) Shortly after the fines were levied, Quebec Labour Minister Jean Cournoyer appointed a special investigator to study the cost of living issue. The investigator later recommended that the MUCTC employees receive wage adjustments.

The union and the Commission did not meet together until September 10, the 35th day of the strike; when these talks were not productive, Quebec Premier Robert Bourassa intervened and recalled the provincial national assembly. The assembly was studying back-to-work legislation on September 18 when the sitting was postponed because union, MUCTC, and CNTU officials had reached the tentative agreement later ratified by the membership.

Under terms of the agreement, the workers who had originally been suspended were reinstated with full pay, and the Commission promised not to take disciplinary action against them. The holiday work issue was resolved, with the workers retaining some choice in working overtime on holidays. In the cost of living issue, the Commission offered all employees — including the strikers, clerical workers, and 3,400 vehicle drivers, members of the independent Brotherhood of Bus and Metro Drivers — a choice between a lump payment of $600 or the indexing of their salaries to match the rise in the cost of living until July, 1975, when their current contracts expire.

The strike, besides inconveniencing hundreds of thousands of commuters and affecting Montreal retail business, was marred by violence, when strikers threw bricks and paint at buses being taken from garages for their daily runs. The buses were removed from the road for maintenance every weekend during the strike, but by the end of the strike, many drivers were afraid to drive their vehicles because of the harassment and violence from strikers manning heavy picket lines around some bus garages.

Health Hazard Curbs

American workers will now be protected by permanent standards against the hazards of working with 14 cancer-causing chemicals, the U.S. Labor Department has announced. The 14 carcinogenic substances are used in various industries, including chemicals, plastics, the manufacture of dyes and pigments, and in the preparation of flame-resistant fabrics.

John H. Stender, who heads the Labor Department's Occupational Safety and Health Administration, said the permanent standards represent "a significant step formed in OSHA's drive to increase worker protection against hazards to health caused by on-the-job exposure to toxic materials." Fourteen separate rules were issued "to make it easier for employers to determine what they must do to protect their employees from these hazardous substances," he explained.

Males Fight Back

After watching women encroach upon traditionally male domains in recent years, American men are making the struggle for sexual equality an issue that cuts both ways. Increasing numbers of males are going to court, charging employers with sex discrimination, according to *U.S. News and World Report*.

The weekly news magazine notes that male charges of sex discrimination grew from 278 in the year ended June 30, 1970 to 1,397 during the same period in 1972. And many of

these charges are forcing employers to offer traditionally female jobs to males for the first time.

Following a Supreme Court ruling in 1971 that airlines could not limit flight attendants' jobs to women, most airlines began hiring male stewards. Other opportunities for men in jobs traditionally occupied by women are appearing, "ironically, as a result of charges of discrimination against women," observes *U.S. News and World Report.* For example, as part of its settlement of charges of discrimination against women and minorities, the American Telephone and Telegraph Company agreed to hire men in jobs once limited to women. An AT & T spokesman is quoted as saying that the firm intends ultimately to fill 25 per cent of its clerical jobs and 10 per cent of its telephone-operator positions with men. "During the first 10 months of 1973," the spokesman said, "nearly 75 per cent of the clerical personnel hired – a total of 3,348 – were men. During the same period, the company tripled the number of its male operators from 2,060 to 6,193." Telephone-operator jobs appeal to some men because they can arrange their schedules to allow them to work at night or go to school in the daytime. Others see such jobs as a foot in the door leading to an eventual promotion and a successful career.

Another field attracting a growing number of men is nursing. Male enrollment in California State University's School of Nursing, for example, has grown from zero in 1966 to nearly 70 males among its 1,200 students. American hospitals are reportedly eager to hire men with four-year degrees in nursing.

Lawyers for the Equal Employment Opportunity Commission report that more and more of the sex discrimination charges brought to them by males concern conditions of employment rather than hiring and promotion policies. Men are demanding working conditions equal to those enjoyed by women. For example: paternity leave; revision of retirement plans that allow women to retire at 60 or 62 years but require men to be 65 before full retirement; lounges with sofas, refrigerators and other amenities so men can relax during work breaks. In some cases, these demands are being met, says *U.S. News and World Report.* For example, a few employers now grant male employees unpaid leave so that they may care for their children.

Steelworkers' Convention

A majority of delegates to the United Steelworkers' International Convention in September endorsed an amendment to their union's constitution that removes the $10 ceiling on monthly dues. Constitutional changes approved raise the minimum dues from $5 a month to $6 and redistribute the income to give both the international union general fund and the local unions a bigger share of the total dues. All members will be required to contribute two hours' pay monthly, regardless of their wages.

A bid to have an anti-Communist clause removed from the USW constitution was defeated. A number of resolutions calling for the removal of the article barring Communists from holding union office were submitted by Canadian locals on the grounds that the article constituted a serious violation of civil liberties. The controversial clause bars from office or membership anyone "who is a member, consistent supporter, or who actively participates in the activities of the Communist Party, Klu Klux Klan or any fascist, totalitarian, or other subversive organization that opposes the democratic principles to which the U.S. and our union are dedicated."

In another development, the delegates voted overwhelmingly in favour of continuing the Experimental Negotiating Agreement under which the union and the steel industry start talks well in advance of expiration of the contract and agree to submit any unresolved national issues to binding arbitration. The policy rules out a national steel strike in the U.S. until 1978 at the earliest. Canadian members of the USW are not covered by the ENA.

Brain Drain Problems

The migration of trained personnel from developing countries to the U.S. gives the latter a financial benefit worth more than the official development aid it gives to these countries, according to a United Nations report.

A study prepared by the secretariat of the UN Conference on Trade and Development (UNCTAD) says that the massive flow of doctors, scientists, engineers and technicians from Asia, Africa and Latin America to the U.S., Canada and Europe implies a significant loss of human capital and a substantial reduction of technological capacity in these developing nations. The receiving countries, however, gain an increased number of technically-qualified people.

The total inflow of skilled migrants to the U.S. alone amounted to over 53,000 in the decade 1961-70. This inflow is also accelerating rapidly. In 1961, 1,810 such persons entered the U.S., of whom 1,175 were scientists and engineers, and 635 physicians and surgeons. In 1970, the total was 11,236, consisting of 9,025 scientists and engineers, and 2,211 physicians and surgeons.

In 1970, the latest year for which data are available, the report estimates that the income transferred through brain drain from developing regions to the U.S. would amount to around $3,700 million. The United States' official development aid to developing countries in that year was only $3,100 million. This figure of $3,700 million is equivalent to nearly 14 per cent of total U.S. expenditure on research and

development, and about 39 per cent of U.S. expenditure on higher education.

Since 1970, the study points out, the immigration policies of some countries, especially the U.S. and Canada, have been substantially liberalized as far as immigration from the developing countries is concerned. But the bulk of the resulting increased immigration is that of highly skilled labour (or of professionals), so that the value of the transfer involved has become "extraordinarily large." The figures up to 1970, the report warns, should be "viewed as understating the magnitude of the problem faced today." Another significant factor is the youthfulness of skilled migrants to the U.S. The American National Science Foundation reports that in 1970, 49 per cent of the immigrant scientists and engineers were less than 30 years old, and another 46 per cent were between 30 and 34.

The UNCTAD study says "some of the biggest contributions are made by countries that are among the poorest in the developing world itself."

British Labour Law

Before Britain's Parliament recessed for the summer, it voted final repeal of the 1971 Industrial Relations Act, and the new Trade Union and Labour Relations Act came into effect on September 16. Although the Labour Government had suffered a number of defeats on its Bill, Michael Foot, Secretary of State for Employment, was able to publish a Commencement Order abolishing the Commission on Industrial Relations and the Registry of Trade Unions, thereby paving the way for voluntary collective bargaining on wages. Some CIR functions will be continued by the Conciliation and Arbitration Service, and Foot's order re-enacts, with changes, unfair dismissal provisions of the repealed 1971 Act.

Opposition amendments to the new Trade Union Act made it possible for workers in a 'union shop' to resist joining the union on "any reasonable ground." The amendments, said Hugh Scanlon, president of the Amalgamated Union of Engineering Workers, had "mutilated" the Trade Union Bill. He added that "implications for industrial relations are enormous and we now look set for almost as much industrial unrest as that caused by the old Industrial Relations Act." And Foot himself indicated that if Labour won the October 10 General Election, the damage inflicted by the Tory-Liberal-Ulster Unionist alliance in the last Parliament would be rectified in an Employment Protection Bill that he hoped to introduce before the end of 1974.

Industrial Accidents

Several thousand Frenchmen die at work each year and tens of thousands are handicapped, many of them permanently. In 1973, industrial accidents in France claimed 3,000 lives. About 50,000 persons were handicapped. This year, the same number of persons – eight a day – are expected to die in industrial accidents and many more members of a workforce of eight million will be handicapped despite union, management and government efforts to reinforce safety measures. These accidents also involve substantial material losses – 36 million man-days last year, the equivalent of $4 billion.

Workers most exposed to industrial accidents are in construction, metallurgy and transportation. Although younger and less experienced workers have a higher accident rate, the older employee is more seriously affected by accidents, generally because his reflexes are slower and because the capacity of the human body to recover from injury diminishes with age.

Studies conducted last year showed that the accident rate varies directly with working hours – the longer the workweek, the more the accidents. In France, many persons still work more than 50 hours a week. The studies showed also that night workers are more prone to accidents.

Now, the French Government, long-pressed by the unions to do something about the high accident rate, has made work safety a priority in its social policy. During the first few months of 1974, it set up regional emergency centres in an effort to reduce the number of fatalities. It also pledged, by legislative and other means, to improve working conditions and increase on-site safety inspections.

Wage Insurance

Legislation recently approved by the upper house, Bundesrat, in West Germany's Parliament provides that when an employer goes bankrupt, workers must receive back wages still owing up to the time of liquidation, together with emolument for the legally required notice period and severance. These liens on company assets get top priority before any other creditor claims can be considered. In hardship cases, however, the Labour Exchange Office will pay wages in delinquency and then claim against the receiver for reinbursement. The program will reportedly be administered in much the same manner as health and accident insurance.

Controls Favoured

Wage and price controls may be an appropriate policy in industrial countries, the managing director of the International Monetary Fund told delegates to the IMF's annual meeting this autumn. Johannes Witteveen warned that without controls "it may be very difficult to restrain cost pressures and achieve price moderation except at the expense of more slack and unemployment over a longer period." Although controls are generally not suitable in times when

buying-demand pressures are great, the economic situation now is more suitable, he said.

Use of controls was an issue in the Canadian federal election in July. They were advocated by the Conservative Party, but the Liberals maintained that they were not needed at that time. However, the Government has said that controls are an option.

The IMF vs. MNC

At its 23rd World Congress in Stockholm last summer, the International Metalworkers' Federation (IMF) resolved to do all in its power to "ensure that the operations of multinational companies are subjected to social and public controls." The text of the IMF resolution is summarized in the September number of *Industrial Relations Europe*, a monthly newsletter published by Management Centre Europe. To quote from the newsletter: "Rather than wait for new international legislation to guarantee the rights of workers, an analysis and interpretation of worldwide MNC investments, holdings and rationalization plans is recommended as a first step toward preparing trade union strategy. Noting the 'success' of IMF World Auto and Electronic Councils, such strategy would probably involve establishment of similar groups in other industrial sectors.

"Of all the many resolutions for trade union action passed by the 23rd World Congress, that which concerns bargaining between Works Councils and parent companies (or their major subsidiaries) will be the one most likely to excite management resistance. The IMF wants to bring worker representatives from the companies' outlying plants into such negotiations – whereas co-ordinated international bargaining is anathema to most multinational business.

"From trade union measures, the resolution moves on to recommendations for public action – including national legislation and efforts by local and regional communities. Wherever possible, IMF co-operation with brother trade secretariats, with the International Confederation of Free Trade Unions (ICFTU) and with 'democratic political forces' everywhere will be encouraged – and will rally support for public control and regulation of MNCs. What the IMF most stringently advocates is obligatory governance: 'Attempts by employer groups or employer-minded experts to substitute so-called voluntary self-written 'codes' for obligatory controls should be rejected.' Therefore, states the resolution, all affiliates ought to commit themselves to urging national and international bodies (such as the United Nations) to require multinational corporations to join in co-ordinated collective bargaining if requested by separate national unions.

"Other hoped-for injunctions would pressure MNCs to permit worker representation on supervisory boards – and compel full public disclosure of financial operations on a subsidiary by subsidiary basis. Obligatory close consultation with unions would include the responsibility to give advance notice of intent to shift production or investments either in or out of host countries. Public processes are suggested for setting up international guidelines on mass lay-offs – accompanied by similar standards for safeguarding worker interests in the event of mergers, plant changes or closures." In addition, the IMF resolution calls for the "elimination of all national legislation prohibiting demonstrations of international labor solidarity through sympathy strikes."

UN Examines MNCs

The United Nations Economic and Social Council has established an information and research centre to review matters concerning multinational corporations. Supervision and regulation are the envisaged goals. Because the resolution setting up the centre was voted unanimously, it is regarded as a sign that member governments are determined to exercise more effective control over MNCs, or "transnationals" as they are to be called in centre terminology.

Employment Trends

The expansion of employment in commerce and offices has tended to slow down in recent years, according to a report published by the International Labour Organization. Employment in commerce in the U.S. increased by 31 per cent between 1960 and 1970, but the increase expected for the period 1970 to 1980 is only 18 per cent. There is a similar tendency in Canada and several other industrial countries.

The slowdown is a consequence of the spread of advanced techniques, computerization and restructuring required by business expansion and the demands of productivity. It has been said that if the banks in the United States had had to continue to operate by traditional methods, they would have employed the country's entire work force in the year 2100.

The number of computers installed in the U.S. reached 85,000 in 1971, and is expected to reach 150,000 in 1975.

Short Workweek Vetoed

Most Australians don't want a shorter workweek, according to a recent Gallup Poll. Asked whether the standard workweek should be kept at 40 hours, reduced gradually to 35 hours or reduced now to 35 hours, the public voted 2 to 1 against any reduction in working hours. Of the 1,910 people interviewed throughout Australia, only 8 per cent favoured reduction now to 35 hours. Even among those aged 14 to 19 – the group most favourable to shorter hours – only 12 per cent were in favour of an immediate 35-hour

workweek. Another 25 per cent favoured gradual reduction to 35 hours, making a total of 33 per cent in favour of a 35-hour week in the forseeable future. Against them, there were 63 per cent for the 40-hour week. The other 4 per cent were undecided.

If a 35-hour week does come, 28 per cent of those polled would favour a four-day week. Against them 61 per cent would favour five days because a nine-hour day would be too long or would create too many days for leisure.

Gazette Bound Volumes

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PRAIRIE PARADOX: UNEMPLOYMENT AND LABOUR SHORTAGES

by NICK HILLS

While Central Canada waits apprehensively for a projected slowdown in the country's growth, the Prairie provinces – long the economic Cinderella of the boom charts – are struggling with an acute case of over-employment that is actually restricting the great leap forward to prosperity.

The economies of Manitoba, Saskatchewan and Alberta are so strong, and expansion so sustained, that the labour market has literally dried up. There are hundreds, indeed thousands, of jobs going begging.

In the words of one federal economist: "We have a situation even better than full employment; it's a case of excessive demand."

Most economists today set a base of 4 per cent unemployed as the realistic level of full employment. As British Columbia Manpower economist Graham Nobbs put it: "Four per cent covers the turnover of new entrants into the labour market, the people between jobs, those laid off, those who quit and are still looking – the churning that's always going on."

More Than Full

Well, in September, the Prairies had full employment, plus... The raw figures, before seasonal adjustment, show average unemployment in the three provinces at 2.0 per cent, down from 2.1 per cent in August and 2.8 per cent a year ago.

The number out of work – if they can be called that – measured close to two percentage points better than Ontario, which had the next-best performance.

What this means in terms of vacant jobs is quite incredible. By mid-summer, there were 26,100 jobs not filled on the Prairies: close to double the 14,500 figure of a year ago. Between the first and second quarters of 1974, the number of vacant full-time and part-time jobs increased by more than 7,000. In Manitoba, the job-vacancy figures hit 5,700, compared with 4,400 a year ago, while Saskatchewan's shot up even further – from 2,400 to 4,600.

But it is Alberta that has the worst problem and faces even greater unemployment problems in the future. There are now close to 40,000 jobs going begging, compared with only 8,000 in the second quarter of 1973.

The main reason for this unusual economic problem is the great resource boom that has hit the Prairies in the past 18 months. But because there is no sign that the boom will slacken, economists, politicians and sociologists are beginning to question the country's social welfare structure, which may have been born of hard times but cannot stand the test of good times.

Farm Receipts Growing

The most pervasive economic influence over the Prairies is still agriculture – particularly grain; and the indicators are still shooting out of sight.

Saskatchewan, which grows 60 per cent of the country's grain, generated farm cash receipts of $1.4 billion in the first 6 months of this year, compared with $557.9 million in the same period of 1973. The first-half performance for 1974 almost equalled the total performance for 1973. Saskatchewan Premier Allan Blakeney is now predicting that total receipts for this year will be up another 50 per cent over 1973.

A strong farm economy produces all sorts of extra demand in the manufacturing sector, and this in turn generates new jobs. There were 8,000 additional openings created in Saskatchewan during 1973, and the Government expects expansion to continue at a pace that will finally arrest the province's population decline.

But the trouble with farmers being so prosperous is that when the snow falls they no longer go out looking for other jobs until spring; instead, they fly off to Florida, leaving the cab companies undermanned and the potash companies undermined.

The demand for potash right now is as great as that for grain, and the production controls introduced by the former Liberal Government of the late Ross Thatcher have been lifted so that the companies can produce to capacity. The only problem is, they can't find the miners for the job, and it may be at least another year before they are able to crank up to 100 per cent of capacity.

Manitoba's Best Years

Even though Saskatchewan farmers are generating the most spectacular economic figures, the economic boom in the West is so widely based that Manitoba is experiencing the best years of its rather dull life.

The comments of Bill Gray, the president of the Winnipeg Chamber of Commerce, reflect the upside-down world of the Prairies today. Asked what ails the Manitoba economy after 6 years of New Democrat rule, he replies: "The recurring complaint I get is over the shortage of employees. They can't find people to hang draperies, work in jewellery stores, lay floors."

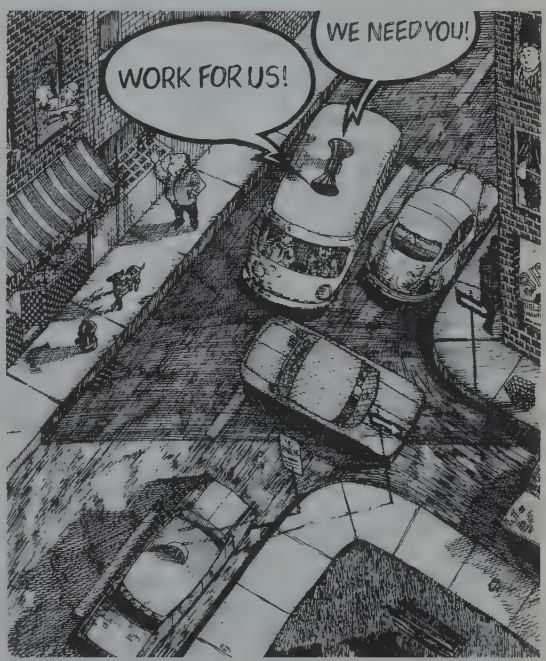
"Some firms can't keep their production up and are falling behind schedule. There's no one unemployed here, and it's sad that everyone's looking for workers while we have the Unemployment Insurance Commission recruiting highly skilled counsellors to stop abuses."

Winnipeg, in fact, has begun to resemble a mammoth help-wanted employment office, with the labour shortage going a lot deeper than signs seeking waitresses and shop attendants. Now one of the fastest-growing cities in the country, Winnipeg had several major construction projects slowed down last summer because of a shortage of carpenters, bricklayers, millwrights, and glass and iron-workers.

One official of the Winnipeg Builders Exchange actually went to Europe to recruit labour for construction work in Manitoba. The situation has become so severe that customers are complaining about 2- and 3-week delays for such services as roofing and installation of window-frames and doors.

The federal Manpower agency in Winnipeg says that at least 100 carpenters and 100 heavy equipment operators are needed in the province. But there is also a shortage of construction equipment mechanics and truck drivers, iron workers, metal journeymen and concrete workers.

Although the labour shortage covers almost the entire economic spectrum, the construction sector seems to be the most badly affected. Even in British Columbia, where the job-vacancy numbers have come down from a year ago, a significant number of jobs still can't be filled. Some British Columbia construction contractors have been offering bonuses of up to $2 an hour over existing rates, either to keep employees on the job or to attract them from fellow contractors.



Crisis in Alberta

Yet the province where the labour shortage is threatening to become a real crisis is booming Alberta, with job-vacancy figures that have more than doubled in a year. Manpower economists predict that another 100,000 workers will be needed in the next 2 years, even though the province absorbed 55,000 new workers in the past 12 months.

The enormous need of Alberta's oil industry is such that workers may well have to be imported from overseas. The billion-dollar Syncrude tar sands development at Fort McMurray is going to require 4,000 workers by 1976, and the relatively poorer provinces of Saskatchewan and Manitoba are concerned that the project will lure workers away from them.

Willy Parasiuk, head of the Manitoba Government's planning secretariat, says that heavy equipment operators are being guaranteed $25,000 a year to work for Syncrude. "That project is throwing labour and pricing out of kilter. People are going to be pulled out of Manitoba because we can't compete on wages. We are going to have to try and set up a phasing system for capital projects involving hydro, forestry and the tar sands."

In fact, the four western premiers discussed the manpower problem at their two-day conference in Vancouver this fall — but all they could agree to do was appoint a manpower co-ordinator. That's rather like closing the barn door after the horse is gone. There are just too many signs that the West's boom is already out of control.

Saskatchewan and Manitoba are also apprehensive about what Alberta may do to ease its labour porblems because it is generating close to $1 billion in new revenues annually from the new oil prices. As Manpower economist Nobbs puts it: "Alberta has more money than it can spend; it's embarrassing to them." The province is likely to ease its embarrassment by spending some of the money on manpower-recruitment programs. During a manpower crisis conference held at Jasper in October, delegates from industry, government and labour passed a resolution asking Premier Peter Lougheed to reduce the province's personal income tax rate to "the lowest in any Canadian province." This, said the delegates, "would help substantially in attracting employees to Alberta's labour force."

The acute shortages in Alberta are again hitting the construction industry, but tourism has also felt this strange phenomenon in the 1974 season. Several motels in the Banff area that wanted to stay open for the winter have not been able to do so because they cannot find enough staff.

After the university students went back to campus, there are estimated to have been up to 500 job vacancies in the Banff area. Wally Dowhaniuk, Chairman of the Banff advisory council, says "there is a drastic need for help."

Workers Imported

In August, temporary work visas were issued for 50 workers from Mexico so they could supplement the staff at the Banff Springs Hotel. Another 32 visas for Mexican farm workers were approved so they could help vegetable farmers in the southern part of the province.

Generally, however, the provinces are dead set against importing workers from other countries. For example, the Schreyer administration was asked by the hardpressed Winnipeg garment industry to allow what is called 'guest' immigration. But the Government refused, and told the industry to work through the normal immigration channels.

In British Columbia, there have been suggestions that skilled tradesmen will have to be imported. But, again, Minister of Labour Bill King says the province will have none of that, and may instead get into the business of teaching skills itself, if the private sector doesn't get on with the job through apprentice training programs.

No Easy Answers

Manpower economist Nobbs does not see any easy answers to the current problem, even though the British Columbia economy is slackening off and might release some workers for the Prairie provinces. He also points out that the problem has probably been building up for some time.

"For several years," he says, "Manitoba and Saskatchewan have been losing people to Ontario and British Columbia. We used to get mechanics from Saskatchewan, and Manitoba supplied linemen for B.C. Hydro.

"But in the last 2 or 3 years, Saskatchewan and Manitoba have begun to reverse this trend. On the other hand, Alberta historically has always had the country's lowest jobless rate, and there have been labour shortages there because of the high level of capital investment. Some of our construction tradesmen here were originally working on the Prairies. These people have gone where the jobs are."

The trouble now is that jobs are open everywhere in the West.

Statistics show, as Nobbs points out, that a region can have a general labour shortage, "yet in aggregate terms there is no such thing. We are suffering most in the skilled occupations — construction tradesmen, heavy-duty mechanics, steel fabricators, plumbers, electricians, carpenters. All four western economies have been

expanding rapidly at the same time; and we've also been competing with Ontario for labour."

Government Efforts

The Department of Manpower and Immigration tries to anticipate labour shortages in the skilled occupations; indeed, the largest part of its budget is used for training programs. It also has a placement and jobmatching service, plus monthly surveys of where the shortages are.

Last February, the department began a pilot project in which people are selected from the unemployment insurance rolls and sent for Manpower interviews for jobs or training.

"It's pretty much a requirement now that anyone getting unemployment benefits has to register with Manpower," says Nobbs.

"Unemployment ripoffs are hard to measure. But there are a lot of people who feel the job they want is one that will provide some personal satisfaction. This alternative," he admits, "was not always available — at least not in my generation."

Work Ethic Changing

The work ethic has certainly not disappeared, but it has changed; and this change has been brought about largely by all levels of government, through changes in the welfare system and the unemployment insurance scheme.

When former Labour Minister Bryce Mackasey was piloting his unemployment insurance reforms into law he used to delight in saying privately that the Commons (and many members of his own government) didn't know what he was doing to the social structure of the country.

He was quite right. Jobless benefits — at a time of very serious unemployment — were set so high that they became, in effect, a form of guaranteed income. And now, for good or bad, these payments are one reason why marginal-income jobs in the West are not being taken.

Nobbs points out that if a person has worked the required number of weeks, he can get 70 per cent of his previous earnings up to a maximum of $104 a week. In British Columbia, the minimum wage is $2.50 an hour, the highest in Canada — but a person can still hardly earn much more than $100 a week at this rate.

This means it's much more comfortable to draw unemployment insurance benefits for 20 weeks and take time in finding a new job.

Unemployment insurance is also available to seasonal workers, such as loggers and fishermen. As Nobbs puts it: "They get a very good salary during their season and then live off unemployment insurance in the off season." In the past, these men — like the Prairie farmers — would take second jobs in their off season; but no longer.

Although the unemployment insurance system gets some of the blame for all those vacant jobs, the country's welfare system is also coming under increasing attack — and from some most unlikely sources. In British Columbia, for example, at a time when there are 3,780 jobs that can't be filled, the New Democrat Government has managed to overrun its welfare budget for the year by some $100 million.

New Welfare Policy in B.C.

Although the Barrett administration says there is no connection, it is now bringing in a new policy whereby employable welfare recipients will be taken off the public rolls if they refuse a job for no good reason.

The program is already under way in Vancouver, where single welfare recipients must personally go to welfare offices to pick up their cheques, rather than receiving them by mail. While in the welfare offices, they are interviewed, and those with good potential for employment are directed into job-finding programs. The program will also try to move persons from areas of high unemployment to regions where jobs are readily available.

British Columbia's Human Resources Minister, Norman Levi, says that one of the main reasons for his department's $100 million overspending is that there are 16 per cent more people on welfare than at the same time a year ago. This development seems almost inexplicable, considering the very recent climate of expansion on the west coast. Welfare officials estimate that 15 per cent of those drawing public assistance are employable, but many of the jobs available simply do not pay good enough wages.

Schreyer's Outlook

Manitoba Premier Ed Schreyer views the matter somewhat differently. In an interview, he stated bluntly that the social welfare system was simply not organized in such a way as to encourage people to work.

"I just don't know who is responsible," he said, "but it dates back to 1964 and the illogical equating of welfare allowances for the able-bodied, lumped in indiscriminately with all those deserving groups — the handicapped, the infirm, the aged, the single-parent family.

"There is a fierce and growing resentment about this... more and more of the general public are upset, and to some extent this is justified, because at no time should this type of social assistance be administered in the same

fashion as that provided for all the other eligible groups.

"Very bluntly, this is a failure of our policy and administrative systems in Canada to effectively match the able-bodied jobless with the jobs that go begging.

"In a wide number of fields," he emphasized, "there are good-paying jobs going begging. This is a double barrelled-disaster; jobs going begging and able-bodied people going jobless through their own determination."

Schreyer believes that if something is not done about the welfare system as well as the rate of growth in the West, the overemployment situation will reach crisis proportions. It will need, he says, only one more major capital project in the West in the near future to touch off such a crisis.

Guaranteed Income Plan Launched

To try and find some answer, the Manitoba Government (with the financial help of Ottawa) has launched a guaranteed income experiment for some 2,500 families from rural and urban Manitoba.

Under Mincome Manitoba, as it is called, each family will get a guaranteed basic income, with differing amounts being paid to different-sized families.

A family of four, for example, will be able to receive a guaranteed income of $7,600 a year — more than the average income for farmers in 1973.

Significantly, the program has been designed so that those people who work are better off than those who don't. The Manitoba experiment will test the economic and social effects of a basic annual income, with particular emphasis on the way it might help the further development of rural areas.

Saskatchewan's Version

In Saskatchewan, the NDP Government has put together an even more radical scheme to make it more attractive for people to take the marginal-paying jobs.

Under a province-wide family income plan launched in October, the poor get monthly payments based both on regular income and on the size of their families. Again, those living off public assistance will have their welfare cheques reduced by the amount of their family-income benefits, thus encouraging them to go out and find work.

Social Services Minister Alex Taylor said in an interview that the plan "will generally bring actual welfare assistance cheques below the minimum wage level," — which should encourage more people to work rather than simply live off the state. "A major purpose of this plan," said Taylor, "is to correct the imbalance between families on public assistance and working families."

Other cures are being suggested for the labour shortage. For instance, Manpower Minister Robert Andras suggested to the Alberta manpower shortage conference that employers were not, perhaps, doing all they could to encourage the unemployed to take their vacant jobs. Foreign workers, he suggested, would not be recruited into Alberta or any other province if it meant the perpetuation of poor wages and poor working conditions.

Provincial governments, he said, might be wise to raise minimum wage levels and also legislate improved working conditions to attract more Canadian workers. Alberta has unemployment as well as an apparent labour shortage, the Minister suggested, because of barriers that prevent the matching of the right worker to the right employment opportunity. He called on business to eliminate some of these barriers by not demanding more education, training, skills and experience than really required.

Mr. Andras said it would also help if more women, young people, native persons and ex-convicts — as well as the handicapped and slightly retarded — were given greater opportunities to enter the labour force.

Apprenticeship programs also should be geared up to speed the production of skilled workers. But as Manpower economist Nobbs pointed out: "It takes a very long period of shortages before employers become convinced they must train their own workers."

The causes of the West's labour shortage are manifold. And it will take action by both the private and public sectors to fill the jobs now vacant and halt a false stagnation of a regional economy that, in all other respects, has never seemed more healthy.

Nick Hills is a Southam News Services western correspondent specializing in labour matters. From his base in Vancouver, he covers a "beat" that extends from the western Ontario border to Victoria.

THE 1974 TUC AND THE NEW BATTLE OF BRITAIN

a report from the 106th annual Trades Union Congress, September 2nd to 6th, Brighton, England

by JOHN BANK

Without air raid sirens, bombs, or Spitfires, there is a new Battle of Britain being fought today. An economic battle that Britain could win or lose.

The gloom enveloping London's financial centres is stygian. The nation's rate of inflation is 16 per cent and may climb to 20 per cent. Industrial securities on the London stock exchange stand at a 16-year low, and Britain's balance of payments deficit this year will run around £28 billion.

But if Britain's stiff upper lip is beginning to tremble, there is some reason for hope emerging from the TUC's September conference.

Social Contract

"Britain will win with Labour" was how the Labour Party slogan put it during the autumn election campaign. The social contract, offered the Labour Party Government by the TUC last spring, was unanimously adopted by the TUC September conference by a thousand delegates representing 10 million workers, nearly half the nation's labour force. The social contract lies at the heart of Labour's confidence.

The Canadian Labour Congress fraternal delegate to the TUC, Stanley Little, watched the dramatic vote that made the social contract part of the TUC's official policy. "It's an historic moment, a whole new era if it works," he said. "This will be a real test of whether or not the labour movement and industry will co-operate with government to the point that they will both practice sufficient restraint and at the same time meet the minimum requirements of change. If it works it has a Utopian aspect to it. We'll watch with great interest."

The labour movements in the United States and other countries, deeply concerned about the survival of collective bargaining in time of global inflation, are also watching the social contract as a major strategy in the new Battle of Britain with an eye to their own conflicts at home. What is the social contract? How did it emerge from the TUC September conference? What are its chances for survival? Is it applicable to Canada and to other countries?

Prime Minister Harold Wilson offhandedly told this reporter that he was the first to use the term "social contract", as it is now employed, when preparing for a 67-nation meeting in the U.S. in April, 1971. But the words "social contract" became part of the British vocabulary in the run-up to the spring elections. During the March industrial crisis, with the 3-day week and the miners' strike threatening the collapse of British industry, the words "social contract" became a slogan to reassure voters that the Labour Party could do what the Tory Party could not. By September the social contract had become a major

plank in the Labour Party's platform.

Britain had had a disastrous affair with law and labour relations under the Conservative Government. The Industrial Relations Act attempted to bring unions under the control of the courts and created instead a condition bordering on anarchy. Three phases of a statutory incomes policy ran its course, contributing to economic chaos. The social contract is an attempt to find a system that makes both the regulation of collective bargaining and the legal control of wages unnecessary.

Len Murray, the TUC's General Secretary, summed it up when he said: "The Government will be entitled to look to the General Council and the Unions to do all they can to impress on their membership the need to relate collective bargaining to the achievement of agreed economic objectives."

Prime Minister Wilson described it as "a living and developing relationship covering the whole range of our social and economic policies."

Long before the TUC delegates gathered in Brighton, the first stages of the social contract were already under way. Keeping its part of the initial bargain, the Government had abolished the Industrial Relations Act and the Housing Finance Act. Pensions were raised; rents frozen; mortgage rates held down. Some basic foods were subsidized and efforts were made to keep other prices down in the face of world-wide inflation.

The labour movement also showed its good faith. In July, when militant miners, at their annual conference, tried to push through demands that would have violated every point of Labour's part of the social contract, the TUC exercised its persuasive powers and the militants lost.

Everything seemed in order for a vigorous debate and final approval of the social contract at the TUC September conference. But on the eve of the conference the powerful Amalgamated Union of Engineering Workers, Britain's second largest union, with 1.4 million members, voted to have no part in the social contract. The rejection came at the same time Len Murray dropped the metaphors and began to associate the social contract with the actual words, "wage restraint".

As an alternative to the social contract resolution, the technical and supervisory section (TASS) of the AUEW submitted its own resolution. Its terms would require the Government to meet eight prerequisites before any social compact could be made. The prerequisites, which would take years to meet, were: a large-scale redistribution of income and wealth, a massive increase in house building, the municipalization of rented property, public ownership of

Prime Minister Harold Wilson

housing land, permanent price controls, better social services, increases in public ownership across the board, and cuts in defence spending. Attempts by Murray to have their demands incorporated into a composite motion failed.

Critics of the social contract and the press made much of the engineering union's defection. Fears were raised that TUC unified support of the social contract might shatter.

It took James Callaghan, Foreign Secretary and Chairman of the Labour Party, to start the momentum for total support of the social contract. Speaking as a fraternal delegate from the Labour Party, a day before the social contract debate, Callaghan said: "So far as the Labour Party is concerned, the social contract is a means to achieving nothing less than the social and economic reconstruction of our country." He called on the delegates to recognize the achievements of the short-term program and to meet their responsibilities by maintaining the social contract to achieve the next stage of economic restoration.

He said that the social contract was the work of a liaison committee, begun 3 years ago, that consisted of the TUC, the national Executive of the Party and the Parliamentary Labour Party. Later he told this reporter that the social contract could mean "the survival of social democracy." He believes that the social contract could work in Canada,

Murray

"but it takes a tremendous amount of work and self-discipline. We met with labour leaders every Monday for 2 years to formulate it."

On the third day of the conference, Len Murray moved the economic policy, collective bargaining and the social contract. At the start of the 2-hour debate, he told the conference that the social contract was "the only way forward that stands any chance of success at all in this country at this time." He went to the heart of the issue: "We reject statutory incomes policy, or attempts by any institution — including the TUC — to impose a rigid centralized framework on bargaining. But equally we have to acknowledge that we cannot ignore economic facts or avoid the need to take a view of incomes as a whole."

Murray made it clear that the social contract was not just about wages. It concerned the entire scope of industrial relations problems, voluntary collective bargaining untrammeled by restrictive laws or statutory incomes policies, industrial re-organization, prices, inflation, social justice, the real needs of working people and Britain's economic performance.

The social contract concerned the relationship between the TUC and its affiliated unions and the relationship between the TUC and the Government. "We want a government whose policies will make it possible for unions to achieve their objectives, and to which we can therefore respond — in our own interest."

He assured the delegates that the social contract would defend living standards, entitling workers to claim full compensation for the rise in the cost of living in 12-month intervals. "The General Council are also urging unions, where they can, to negotiate agreements that will help unit costs and efficiency, reform pay structures and improve job security. There is a special provision for the achievement of reasonable minimum standards, including the TUC's low pay target, for getting rid of discrimination against particular groups, notably women, and for improving non-wage benefits."

He offered motivation: "If Congress endorses this policy, you will be accepting voluntarily a degree of self-restraint as a means of breaking the shackles that too long have bound this trade union movement."

The man whose union brought down the last Government seconded the social contract motion. Lawrence Daly, general secretary of the National Union of Mineworkers, spoke with eloquence and passionate sincerity: "How can you achieve a large-scale redistribution of income if you don't have some kind of incomes policy?"

At the close of the debate, feeling the rising support for the social contract, Murray seized the moment. He promised that the engineers' pre-conditions to the contract would be made, point by point, part of the social contract. He dramatically asked them to withdraw their anti-social contract resolution.

Ken Gill, leader of the TASS section of the engineering union, held a hurried conference with the union's president, Hugh Scanlon, and other supporters at the back of the Dome hall. He returned to the rostrum to say he would withdraw the anti-resolution in the interests of unity without retracting any of the views he had put forward during the debate.

Congress then voted its approval of the social contract, setting the stage for the Prime Minister's speech the next day. "Recent comment has sought to narrow the social contract as though it concerned only the area of wage claims and wage settlements," Mr. Wilson said. "This is not what the social contract is about....It is indeed concerned with inflation, and the means which are essential to fight inflation. But it is not a latter-day Pay Board."

The Prime Minister saw the social contract as "a way of life for Britain based on social and economic justice." He said its provisions dealt with pensions for the aged as a first priority and "those whose claim on the national

production is greatest because their need is greatest." The contract covered unemployment problems and the issue of production and productivity. It concerned national economic aims, especially exports and import-saving.

Above all, the social contract replaced "conflict and confrontation by co-operation and conciliation." Mr. Wilson pointed to his creation of the Conciliation and Arbitration Service and the standing Royal Commission on the Distribution of Income and Wealth as progressive ways of dealing with the entire system of rewards in society.

Was the social contract, then, the exclusive property of the Labour Party, as the Prime Minister seemed to suggest? No: in fact, the TUC had offered the contract first to the Conservative Government. In January the TUC told the Government that the mining industry was a special case. If the Government was prepared to work out a settlement between the miners and the National Coal Board, the TUC would guarantee that other unions would not use the miners' special case in reaching their own settlements. The offer was made repeatedly. The TUC said it was prepared to discuss pay problems in a non-statutory setting. In the 1974 TUC *Economic Review*, published in March, the General Council reiterated its pledge that "negotiations generally would be influenced by the constructive policies of the new government." The TUC would encourage unions to adopt negotiating policies that focused on the need to restrain unit costs and ensured a response to effective developments on the prices front.

Before the TUC conference Prime Minister Wilson ridiculed the Conservative leadership for refusing the social contract. "They could have had a social contract in 1972, if they only had been prepared to offer a comprehensive program of economic and social justice," he said. "They were not even prepared to change their minds on school milk... No, you cannot settle wages by legislation for long, and you certainly cannot do it again and again....Our policies, our hopes for a better future depend on making a reality of this partnership in the social contract. There is no other way. No one, no other party, has even begun to produce a credible alternative."

"Britain's battle of the gap will be decided by our industrial performance," the Prime Minister said, and then sought to extend the social contract to the whole nation, to "all our people, everyone here (TUC) and millions outside at every level of industry, who are concerned to put their backs into the task of restoring our lost production and assets and renewing our drive in world export markets."

Can it work?

Amid the congratulations to the TUC for a public showing of sincere men willing to make the social contract more than paper, the honest and vital question was raised. Can such a loose voluntary understanding between the trade union movement and the Government make any practical inpact on the course of collective bargaining?

Tory Party leader Edward Heath belittled the social contract as an "ineffective" policy for tackling Britain's huge problems. "This is a 'contract' with no figures, no mutual obligations, and no method of establishing fairness between the lower paid and the more powerful groups," he said.

Murray's response anticipated problems: "To those outside our own ranks who sneer at the social contract — who will eagerly look for every sign of failure, and ignore every success — let me say that whatever its limitations the social contract is the only way forward...Attempts of this sort are always failures by the standards of those who look for 100 per cent success."

Enforcement will be the major problem. The TUC General Council simply lacks enforcement power. Murray, in directing unions that may have difficulties keeping the social contract to seek the advice of the General Council, could promise only that "if necessary, our advice will be very pointed."

Another major problem area for the social contract will be the matter of "special cases", the provision in the contract that allows for exceptions to the wage restraint limiting increases to the inflation rise. The fear is that some of the unions who voted for the social contract will put in massive pay claims.

Murray admitted: "We shall expect unions who are in difficulties in conforming to the spirit of the policy to seek our advice. We want to understand their situation, and we want them to understand what the social contract means. The people who come will be those who think they have a special case. Well, not everyone can have a special case, but at the end of the road the decision about what they do is up to them."

The voluntary nature of the social contract leaves it open to criticism. The London *Spectator* chided: "The social contract scheme....is just about as relevant to the solving of Britain's problems as was Mr. Heath's ill-fated incomes policy."

The Economist predicted: "It is not a question of whether the TUC's version of a social compact will fail, but of how much unnecessary economic damage it does...before it is recognized that it has failed." Another major difficulty in making the social contract work lies in the co-operation of employers. Bluntly, Hugh Scanlon asked the delegates, "What about the employers — what are they doing for the social contract?"

CUPE Delegate Stan Little

Canadian delegate Stanley Little shared Scanlon's concern. "Is the Government going to have real influence over the employers and get them to act?" he asked. "Labour can agree not to press for excessive demands, and increase its productivity to gain a better GNP and an economy that will provide more for everyone. But the key will be to watch profits and dividends, as Murray said he'll do. If a company shows excessive profits, how is the Government going to say to them either cut your prices or turn back more to the employees?"

Perhaps TUC President Lord Allen struck the truest note when he said in his opening address at the conference: "Because now, and for some time to come, we shall be living in an apprehensive and uncertain economic and political climate...the means of collective discipline must be available within our movement."

The question of whether or not the voluntary social contract will hold defies confident answer. However, within a week of the TUC's close, the social contract passed a crucial test when 400,000 local government officers accepted a 14 per cent deal — well within the terms of the social contract. The 900 delegates of the National and Local Government Officers Association (NALGO) voted against pursuing their original 20 per cent claim and pushed for a lower settlement. NALGO leadership had told the delegates that with the prevailing economic and political circumstances members were right to seek a lower settlement. Both employers and the union said they were not sure what effect threshold payments would have on the deal.

At the same time, though, workers in the atomic energy industry numbering about 10,000 have signaled that they are not satisfied with the 20 per cent offer they have received from their employers. If they get more, their settlement will be above the limits of the social contract.

Further problems developed when Hugh Scanlon published a stinging editorial in the Amalgamated Union of Engineering Workers journal expressing considerable doubt about the social contract. Scanlon argued that there is nothing in the social contract requiring an assurance from employers that any savings resulting from lower settlements will go to the lower paid employees. Scanlon said that he hoped the AUEW decision not to vote against the social contract will serve the labour movement, but that the real enemies of the contract are not his union but big business enterprises. "If only private enterprise would practice some of the responsibility it is always urging upon trade unions, then many of Britain's problems would appreciably diminish," he said. His public statements may reopen a TUC split on the social contract.

The fraternal delegate to the TUC from the AFL-CIO, James Housewright, praised the social contract as a "very bold, sincere approach on the TUC's part to curb inflation." Although there was no parallel in the American experience to the social contract, Housewright reiterated the AFL-CIO's willingness to go along with a wage freeze provided that similar controls were imposed equitably and even-handedly on profits, prices, interest rates, dividends, rents, executive pay and on every other form of income, as well as wages. He said the Nixon Government kept workers' wages subjected to a 5.5 per cent wage-increase guideline for 3 years without controlling profits and the other components of the economy.

"We will be watching the social contract very carefully," Housewright said, "because in today's world economy, what Britain does has an effect on us all."

Women: Separate But Equal

Although the TUC September conference sent up no warning flares, time is running out in Britain for those employers who pay, and for those unions who negotiate, unequal wages for women. By December 29, 1975, according to the Equal Pay Act of 1970, women will have to receive equal pay for equal work or work rated as equivalent under a job evaluation scale. When the Act was passed, women were receiving about 75 per cent of the equivalent male rate. The Act set no intermediate goals that were enforced by law.

Over the past 4 years so little has been done in the area that a number of women and men have created a pressure group, Equal Pay and Opportunities Campaign

(EPOC) to serve as a catalyst for getting a better deal for women at work. Yvonne Frost, a founder-member of EPOC and associate editor of *Industrial Relations Review and Report*, observed that, "Some industries, like the chemical and the food industries, set their own goals for bringing the pay of women to the same level as that of men through staged implementation by 1975. But other industries, like engineering — a massive employer of women — have done nothing."

The Tory government incomes policy, stages 2 and 3, provided that women could receive equal pay increases outside the pay limit. However, unions took advantage of the opportunity to hike women's wages beyond the legal limit in only 25 per cent of the settlements reached during stages 2 and 3. "Some unions have been working with the employers to develop job reclassifications and other ways around the Act," Ms. Frost charged.

Those who expected the TUC September conference to deal vigorously with the issue of equal pay for women, beyond the platitudes, were keenly disappointed.

When the Congress was invited to consider the abolition of the TUC's Women's Conference, in order to further equality between the sexes, the motion was defeated. The action by Congress was seen by many to be a refusal to allow women to take their chances on equal terms with the men. The delegates — 951 men to 81 women — preferred to continue the existence of a separate group called the Women's TUC.

Those in favour of abolishing the Women's TUC argued that the continuation of a separate representational body for women within the TUC is an anachronism. The problems facing women workers, they maintained, would never gain proper priority until they were viewed as the problems of workers and not merely of women. The windup of the Women's TUC, they acknowledged, would throw more business in the lap of the General Council and the Congress, but this was no reason to perpetuate out-of-date and fundamentally discriminatory concepts.

The motion was made by the Society of Civil Servants, and amended by the National Union of Journalists, which suggested that a special advisory committee to the General Council on the problems of women and young workers was still necessary.

Mrs. Marie Patterson, a member of TUC's General Council, spoke against the resolution. She said that the Women's Conference, of which she was chairman, had debated the question of whether to remain in existence. Although those concerned looked forward to a time when a separate platform for women trade unionists would not be necessary, they did not believe that this time had yet come.

Mrs. Patterson asked the mover of the motion calling for the abolition of the Women's TUC to remit the motion to the General Council. But the mover, B.A. Gillman, secretary of the Society of Civil Servants, refused to remit. He said he thought the time had come to test the conference on whether it was prepared to pay more than lip service to equality. When a show-of-hands vote was taken, the President ruled — to the sound of low protests — that the motion had been defeated, as it had been by a comfortable majority.

Earlier Gillman had said that the Women's TUC was outright condescension toward women trade unionists. "Until we abolish it," he argued, "we shall not achieve the full integration of all categories of workers."

Putting the Common Market to a Vote

Britain's share of the cost of running the bureaucracy in Brussels that directs the European Economic Community (EEC) was £2 million in 1974 and will be £3.25 million in 1975. A delegate to the TUC tossed the figures out as symbols of the far greater losses Britain has suffered since its entry into the Common Market.

Continued opposition to British membership in the European Common Market was overwhelmingly declared by the TUC September conference. In the TUC view, there must be a clear and unambiguous national referendum on Britain's membership in the EEC.

Moving one of many anti-Common Market resolutions, Harry Urwin of the Transport and General Workers' Union said that the economic case for the Market had never been made. "We all have to suffer for Ted Heath's vision of Europe," Urwin lamented.

The Common Market was seen as directly contributing to unemployment, which rose in August by 90,000 to 691,000 — the highest rise in 26 years. It was cited as a major cause of inflation. It was also forcing Britain to concentrate its trade on too narrow a market, instead of diversifying trade to as wide a market as possible.

It was granted that the fears expressed by the General Council about the consequences of British membership in the EEC had all been confirmed. One of these fears was the flight of capital. According to government estimates, new investments by British firms on the Continent in the year before entry — with entry therefore in prospect — was £1,480 million compared with inward investment of £720 million. Much of the ongoing outward investment Britain is suffering from clearly can be attributed to European investments. Mr Urwin told the delegates that for every £2 million going out of the country, £1 million was coming in.

The Electrical Trade Union represented the position of right-wing unions. Its resolution directing the TUC to nominate members to all committees, institutions and organizations with which it is entitled to participate within the EEC was defeated soundly.

A composite motion, voted for as the current TUC policy on the EEC, stated that Britain's present membership in the European Common Market has "adversely affected the sovereign rights and living conditions of the British people." It urged the Government to speed up negotiations about new terms with the EEC, restoring to the British Parliament the sole power over legislation and taxation. It rejected the Common Agricultural Policy. In calling for a referendum for or against membership in the Common Market, Congress insisted that the Government "ensure that appropriate regulations are made governing the expenditure of monies and access to television media in order that the exercising of impartial judgment by the electorate shall not be affected by financially-sponsored propaganda."

The trade union plan put forth by Jack Jones, general secretary of Britain's biggest union, the 1.8 million-strong Transport and General Workers' Union, calls for a special Labour Party conference on the question of membership in the EEC in preparation for a referendum. Whatever resolutions that would come from such a conference would be supported by the Labour Party as a whole.

The Labour Party, for its part, is already committed to the conference. In the one private meeting to discuss international problems with TUC leaders that he has held since becoming Foreign Secretary, James Callaghan informed them that a vote on the Common Market issue "might reasonably be expected in about 12 months' time." That was said in July. It presented an unsatisfactory timetable. The TUC wants the referendum within 6 months of the October elections.

Facing Industrial Democracy

Current debate in Britain about industrial democracy was sparked by a draft directive from the European Common Market that would require member states to enact laws obliging worker participation on company boards of directors along the lines of the Dutch and German models that required one-third worker representation.

At its September conference the TUC appeared to face both ways on the issue of industrial democracy. The TUC's policy, as it emerged in a detailed General Council report and a composite motion that contradicted the Council's recommendation, reflected the general confusion and ambivalence on the issue today in British industry. Delegates at Brighton managed to vote both for the TUC's report calling for mandatory 50 per cent worker representation and for a composite motion making worker representation on private industry boards optional, according to the wishes of the unions in the particular companies.

General Secretary Murray said that nothing in the composite motion conflicted with the report from the General Council. He said that the proposals fitted logically into the changing nature of the structure of industry. They represented an historical development of the role of unions to strive to influence decisions that affected their members. Murray felt that, "There will be problems to be sorted out, and this development will bring new and heavy responsibilities as well as rights, but it offers us a great opportunity."

Murray was insistent about workers choosing their representatives through their trade unions. "We explicitly reject the idea of appointing worker-directors in an individual sense," he said. He referred to the Council's report to underscore the fact that provisions about supervisory boards in any new company act would apply initially to large companies — perhaps those with more than 2,000 workers. "The arrangements for representation of workers would operate only where there is a trade union recognition and only where bona fide trade unions choose to exercise this right."

Murray explained that the General Council had referred to mandatory changes in company law because it believed that genuine progress could not be made by one or two experiments without any change in the basic principles of company organization. "Where the unions in a company agreed that the provisions should be applied, the new arrangements would be mandatory on employers," Murray concluded.

Michael Rubenstein, editor of *European Industrial Relations Review*, told this reporter: "Senior civil servants who were given the responsibility for drafting industrial democracy legislation as a third element in the Labour Government's industrial relations proposals, are understood to have interpreted the TUC's Janus-like stance on the issue as a sign to forget about serious attempts to secure agreement on a package that would cover the private sector."

Few observers of Congress' action on the industrial democracy issue expect legislative moves to provide for workers on the board, outside of the public sector, until the TUC comes out with a clearer, more forceful indication of what it wants.

Old Age Pensioners

Editorial in *the Guardian*, one of Britain's national papers, credited TUC leader Jack Jones with forcing the

Government to give absolute priority to raising retirement pensions. "When the balance sheet of selfishness and unselfishness comes to be drawn up, that is one item that should be put to the TUC's credit," the editorial said. "Many pensioners are ex-trade unionists, but they pay no dues now."

At the conference, Jones was not resting on his achievements, but pressing for new gains for old age pensioners. In opening the conference debate on retirement pensions, Jones urged Congress to secure an automatic adjustment of old age pensions each quarter to help retired people cope with the rising cost of living.

He was not happy with the current pension of £10 per single person and contrasted it with Canada's £18.75 weekly pension for a single person, and Holland's £20.77 a week. "The basic pension must be at the right level. That means a further big increase in the months ahead, and then its value must be maintained, keeping abreast of the cost of living, and relating it to average earnings so that as wages rise, so will pensions," he said.

The mechanics of meeting his proposal, he explained, would not be difficult, as the Pensioners' Price Index was already published quarterly. Quoting from the publication, Jones said that a single pensioner spent 18.3 per cent of his or her income on fuel and light, while the average worker spent only 5.2 per cent of his earnings for the same necessities. Every increase in fuel and light affected the pensioner more than 3.5 times as much as the average wage earner. A single pensioner was hit twice as hard by food price increases, since he or she spent 45.6 per cent of his or her income on food, while the average worker spent 25.3 per cent.

Pledging the TUC to a continued fight for realistic pensions, Jones was successful in moving a composite resolution calling for the automatic adjustments and declaring Congress' intent to secure an adequate standard of living for retired persons.

Mineworker's delegate Eric Clarke said that last year the TUC decided to strengthen its campaign for more just pensions by means of "industrial protest action." He declared that the National Union of Mineworkers felt this policy still stood and his union was ready to fulfill it.

A composite motion, moved by the National Union of Teachers, instructed the General Council to discuss with the Government a 5-year reduction in the retirement age (from 65 to 60) of both men and women. The motion also directed the Council to ensure that both State and occupational pensioners share in any improvements in the standard of living, by basing increases in pensions on new indices that will reflect movements in both earnings and the cost of living. Council was also called on to make recommendations on the opportunities that might be available for anyone fit and willing enough to continue to work beyond the age of 60. Also, the retirement age of British miners should be brought in line with that in the majority of other countries. The motion was carried.

The Poorly Paid

Whether or not low paid workers will have as bad a winter as they did last year is uncertain. Certainly the TUC promised no miracles for the workers who are members of weak unions or who are unorganized and have watched their living standards erode with alarming swiftness.

Faced with a choice between two ways of dealing with the problems of low pay, the TUC conference rejected a statutory national minimum wage in favor of its own plan. A new target has been set. The minimum wage which unions are being called on to aim for in all their negotiations is £30 for a 40-hour week, £5 higher than it was last year.

The target wage was made TUC official policy when a composite motion on low pay moved by the National Union of General Workers carried almost unanimously.

Against the background of a brutal statistic — 7 million people earned less than £25 a week in 1973 — the new policy for dealing with low pay included:
(1) effective trade union organizing in low paid sectors;
(2) an end to discrimination in contracts covering women and older workers;
(3) the restructuring of wage councils, with a view to their replacement by collective bargaining;
(4) the strengthening of legislation and arbitration to eliminate payment below the going rate nationally or locally;
(5) "meaningful legislation on equal treatment of women workers";
(6) the restriction of public sector contracts to those companies paying "adequate rates" and recognizing trades unions.

Among low pay workers, government servants, including those in the National Health Service, were singled out as shamefully paid.

Hong Kong — Britain's Sweatshop Colony

The TUC's concern for the low paid extended to the United Kingdom's last industrial colony. No one pretended that it was a resolution without self interest.

In the window of the Hong Kong trade centre in downtown London a sign boasts that business is good. "Hong Kong

makes one out of every five shirts you buy...3 million shirts a week." When he saw the sign, John Murphy, of the British Clothing Manufacturers' Federation, told this reporter that he wanted to put his foot through the window. He has watched Hong Kong shirt companies grab 50 per cent of the British shirt market, not an uncommon experience for the industry in North America.

The unions concern over the eroding shirt market took the form of positive action. The National Union of Tailors and Garment Workers successfuly put a resolution to the TUC September conference requesting the General Council to "investigate the social and economic conditions and the state of industrial relations there and, where necessary, to bring pressure to bear on the United Kingdom Government to effect improvements by more effective legislation."

Congress was further instructed to seek to extend the International Labour Organisation instruments to Hong Kong, particularly full ratification of Convention No. 87 on Freedom of Association and Protection of the Right to Organise and Convention No. 98 on the Right to Organise and Bargain Collectively.

In moving the resolution, Jack MacGougan, general secretary of the National Union of Tailors and Garment Workers, dwelt on the problem of child labour in Hong Kong. "It is officially admitted that 36,000 of Hong Kong's workforce are children between the age of 10 and 14," MacGougan said.

"There is no compulsory education in the colony and age 12 is the normal school leaving age," MacGougan said, implying a setup intentionally created for cheap labour.

He described the child labour scene and the other "sweatshop labour conditions" as a disgrace that the labour movement could no longer tolerate.

Cyprus: Emergency Motion

Recognizing Britain's role in the crisis of Cyprus, the TUC conference passed an emergency motion supporting the United Nations Security Council Resolution 353 of July 20, 1974 on Cyprus. Moved by the Amalgamated Union of Engineering Workers, the successful motion called on the British Government to exert its influence so that:
(1) all countries respect the sovereignty, territorial integrity and independence of the Republic of Cyprus;
(2) all Greek and Turkish troops including the Greek Officers of the National Guard be withdrawn;
(3) constitutional order and democratic rights are restored;
(4) President Makarios be reinstated;
The Cypriot people be allowed to decide their own future.

A Watch on the Old Generals

The TUC, while recognizing a phenomenon in Britain that has retired army generals recruiting citizens in a loose band of defenders of civilization, did not entertain an emergency motion on the matter.

For many in Britain there is a strong impulse to laugh at the idea of squads of choleric Col. Blimps square bashing on the village green in preparation for some sort of Bolshevik armageddon. It's amusing to some to see the old boys who won the Battle of Britain starting to take down their fowling pieces to protect the nation from the black flag of anarchy.

It is a widely held view that General Walker and Colonel Stirling, the two retired officers now in the forefront of the "private armies" created to keep the country moving in event of national crisis, should not be taken seriously. The vision of a sinister group of geriatrics plotting the Great Political Uprising is something to be scoffed at, satirized perhaps, but not made a matter of concern.

Others, disagreeing, seem to overreact. They see in the action of these two armymen and their tens-of-thousands of followers the start-up of fascism, nazism, or at least, a co-ordinated band of strikebreakers led by the colonels.

The TUC September conference took a middle course. It ruled that a motion concerning the private armies could not be received as an emergency motion because the movers had ample time to follow the normal procedure of presenting motions to the TUC. However, Len Murray promised that the General Council would keep a close watch on the activities of the private armies. He cautioned that no one should underrate or overrate the potential danger they pose.

Speaking to the motion, which described the private armies as an attack on democracy, Murray said: "We would not wish to stimulate the hallucinations of the Walter Mitty characters who are going around these days."

Campaign Against Private Job Agencies

Twenty-three years ago the International Labour Organization called for the abolition of fee-charging agencies that deal in employment, but Britain still has them. And they're growing at a tremendous rate and reaching into more sectors of the job market daily. The Employment Agencies Act, passed under the last Tory Government as a private members bill, only partly controlled agencies and was not very effective. William Kendall, general secretary of the Civil and Public Services Association, speaking at the TUC conference placed the number of private, profit-making employment agencies in Britain at 3,000. He charged the agencies with "dealing in human bodies considered to be as profitable as in the days of the slave trade."

The argument the TUC conference put against the existence of such agencies was that the agencies, by hiring lump workers and temporary workers, kept down the pay and working conditions of full-time staff.

In a motion made by the Union of Construction, Allied Trades and Technicians, which was passed overwhelmingly, Congress called for fresh legislation to comply with the ILO Convention No. 96 in abolishing profit-orientated, fee-charging agencies.

Glyn Lloyd, speaking for the construction workers, explained to the Congress that lump workers had been a problem in his industry for a long time, but now the use of temporary workers, hired at higher rates than full-time workers, without benefits and holiday pay, was spreading to other industries.

Kendall charged that the agencies carried on "subliminal advertising" to encourage workers to constantly change jobs. Their activity helped employers to keep standards low and was "truly parasitic."

Another delegate made the point that temporary staff jeopardized good industrial relations by earning higher pay and creating friction in offices.

It was said that the London boroughs last year paid out an extra £1,500,000 more than they would have done if they had used full-time staff, because they used temporary staff. If the money hadn't been paid to agencies it could have been given in higher wages and better benefits to full-time staff.

Arguments that the agencies provided a vital social service, particularly by supplying workers for the Health Service, were refuted by those speaking to the motion. It was established by Bernard Dix, of the National Union of Public Employees, that the 3 per cent of nurses who were hired from agencies were mostly working in the "posh" big London teaching hospitals, not in the geriatric or psychiatric hospitals, where the real staff shortages existed.

Dix said that the agencies were now not only supplying nurses, but doctors as well.

They were also supplying store clerks. A woman delegate said she knew of cases where low-paid shopworkers had left their jobs and through the agencies been sent back to work in the same stores at higher pay for the same work. This gave them a false sense of being well-off in the short term and kept long-term improvements for shopworkers from being made.

Ultimately the agencies were contributing to inflation by forcing up employers' costs and stopping workers from having job security. Boilermakers' president Dan McGarvey summed it up, saying: "We are pressing the Government strongly to abolish these agencies. They are anti-social

and inflationary. They disrupt industrial relations practices and procedures, and the employment conditions of our members, in an increasing number of sectors."

Et Alia

Oil workers' rights were defended by a resolution passed to establish a national committee of the TUC General Council. The committee would protect the rights of workers in the offshore oil fields, putting pressure on the offshore multinational oil companies to recognize unions.

The committee's usefulness in improving the conditions of men who are now working in the oil fields was also emphasized. Oil workers are currently working 12-hour shifts for an average of £40-60 per week with poor and dangerous working conditions.

A Scottish-based co-ordinating committee of 10 unions successfully working in Aberdeen for union rights aboard the oil rigs was held up as a model for such a national committee.

Energy In calling for a full-scale inquiry into the energy needs and resources in Britain during the next 10 years, the TUC suggested that the Government establish a standing committee with full participation from unions involved in the fuel and power industries.

In passing the composite motion on energy, the TUC conference directed that the inquiry should consider seven points:
(1) the need for co-ordination of all forms of energy supply;
(2) an examination of manufacturing industries associated with coal and oil;
(3) the fullest possible development of the British coal industry;
(4) the use of government machinery to investigate and control the domestic and international activities of multinational oil companies;
(5) a full investigation into ways of economizing on scarce fuel resources in home and industry;
(6) the expansion of research and development of the nuclear program;
(7) the need to pursue a co-ordinated investment and pricing policy by the Gas Corporation and other nationalized industries to ensure that the rate of exploitation of gas and oil resources is in line with the need to conserve these resources in the national interest.

The Congress also declared its full support for the nationalization of all national resources and in particular the oil and gas of the North Sea.

Brazil's threat as a super-power in South America was recognized by a successful motion asking the General Council to establish contact with trade unionists in that country to examine ways of helping them in their struggle. The motion expressed "deep concern at the suppression of political liberties and trade union rights by the military dominated government in Brazil.

Vietnam was cited as war torn and suffering in the moving of a successful resolution supporting the Paris peace treaty and calling for a cease-fire. A delegate indicated that over 100,000 people had been killed in Vietnam in the 19 months since the cease-fire had been called. His motion demanded the release of political prisoners in North and South Vietnam and recognition by the British Government of the Provisional Revolutionary Government of South Vietnam. The TUC in the motion pledged ongoing moral and material assistance in rebuilding Vietnam. Council reported progress in the building of a school and the distribution of medical supplies in North Vietnam.

Nuclear Weapons were banned in a motion put by the Fire Brigades' Union. The policy of the TUC is to demand a "complete British dissociation" from all types of nuclear weapons and nuclear tests, as well as a closing of nuclear bases, both British and American, located in Britain or in British waters.

One of the speakers at the TUC conference drew great bursts of laughter when he said, "We work our members up from nothing very much to a state of extreme poverty." His point was made in a demand for "conspicuous proof" that changes are happening in society, changes that create a more civilized and compassionate Britain.

If the social contract, the chief and historic achievement of the TUC's 1974 congress, is kept by both parties, the delegate will receive the "conspicuous proof" he called for. The new economic Battle of Britain will find strength from ten million workers committed to the front line fighting. If it fails, the delegate's joke could become a crude, humourless prophecy.

John Bank, a Roman Catholic priest, has been an organizer for the United Farm Workers for more than five years. He is currently the UFW representative in England and a free-lance journalist.

Penitentiary Pilot Project

GRAPPLING WITH INMATE INERTIA

by TED WEINSTEIN

Time can sit heavily on those locked "behind the walls": for Canadian prison inmates — especially those sentenced to long terms — the days can melt together, with little distinction between what happened yesterday and what will occur tomorrow. There is a variety of work to be done; and vocational training and educational upgrading are usually available. But many inmates spend the majority of their waking hours reading or talking, watching television, maybe thinking about their crimes, their families, themselves. Too many have no constructive occupation to help stave off lethargy as they serve their sentences.

How many inmates sit around with little to do? The actual number is not important, says Ray Thompson, Industries Director of the Canadian Penitentiary Service, who has dedicated 25 years to prisoner rehabilitation. To him, it's not important how many men are doing this; the simple fact that this occurs is what counts.

"Prisoners sitting around with the attitude, the mentality of passing their sentences with the least possible effort are only hurting themselves. They become lethargic and lazy. They forget how to work, what it's like to put in an 8-hour day. Some inmates develop what we call 'short-term jitters' shortly before they are released: they worry about fitting back into society, about holding down a regular job."

"These men have lost their motivation, their sense of self-worth, and they are not contributing to their own welfare or to society. If prison officials do not occupy them meaningfully, the men are doing themselves more harm than good, and we're not helping them in any way."

Thompson asserted that because many inmates are not prepared or capable upon release to hold down a full-time job in a competitive commercial environment, they are unable to successfully provide for themselves or their families. Often they become dependent on welfare for survival. Frustrated by their inability to successfully adjust to the social pressures of normal citizenship, they revert to further criminal activities and so return to prison. The current high recidivism rates are indicative of the magnitude of the problem.

But the enigma of how to constructively occupy and motivate inmates may receive a positive boost if a pilot project, approved by the Federal Cabinet last May, is a success. After several years of planning and discussion, the Canadian Penitentiary Service has received permission to institute a program designed to help inmates make a smoother transition between prison life and the outside world.

The program, to run for a two-year trial period at the Joyceville Institution near Kingston, will involve the employment of prisoners in production shops making

different products. The prisoners will be paid a daily wage higher than the normal prison rates – some will receive as much as the prevailing minimum federal wage – and they will be charged for such things as room and board, income tax, unemployment insurance, and pension. For the higher pay, the men will work on an industrial production line designed to simulate as close as possible the working conditions they will encounter outside.

Programs of this type have been used successfully in other countries. And for years, Canadian prisoners have manufactured a variety of articles for federal, provincial, and municipal governments, as well as charitable, publicly-supported, and non-profit organizations. But this pilot project marks the first time there will be a guaranteed market – the Federal Government – large enough to provide continual inmate employment.

"The Federal Government for years has ordered products such as furniture and various stores from federal institution shops," explains Thompson. "This practice dates back to a 1921 Order-in-Council that said the Government should buy inmate-produced goods. But the use of the conditional verb 'should' meant government departments were not obligated to place orders with us. Without orders and contracts, there is no market for our goods, and without a steady market there is no steady employment. In other words, current inmate employment is a patchwork arrangement that is low-key, short-term, and stop-gap in nature, based on make-work and small-jobbing principles."

"Under the new program, the Government – through the Department of Supply and Services – has agreed to place orders approximating $5 million a year for the next 2 years, and the Ministry of the Solicitor General has undertaken to fill the orders with goods produced by existing CPS industries and the Joyceville Institution pilot project. When the pilot is successful, the program will be introduced into more than a dozen federal institutions, and by 1984, we expect to be filling government orders worth $25 million a year. This will place negligible hardship on public or private enterprise, and the inmate-produced goods will be competitive in design, price, quality and delivery with those available from commercial sources," Thompson predicted.

Modifications and additions to Joyceville's existing industrial facilities and equipment, costing about $1 million, are scheduled for completion by May, 1975; three months later, the "start-up" phase is to begin. An interim evaluation of the project, to be done by the Faculty of Administrative Studies at Toronto's York University, should be completed in September 1976, and a full evaluation is anticipated in September, 1977.

Detailing the mathematics of the program, Thompson

Canadian Penitentiary Service

explained that all penitentiary capital and operating expenses currently cost about $4 million. The new program's building additions, alterations and equipment will run to $15 million, spread over 10 years. Additional staff will cost $60,000 a year. When the program's gross industrial output reaches $25 million, $3.7 million, or 15 per cent of the output, will be spent on the inmates' wages. But their deductions for room and board, income tax, and so on, will help defray the cost of their incarceration.

The men will also be able to save money. For example, an inmate earning the minimum rate of 60 cents an hour will gross $24 a week. Deductions for room, board, clothing, Canada Pension Plan, and unemployment insurance, will leave him with a net income of approximately $11.50 per week. Over a year's time, he will have saved $600, which can be used to support his family during his imprisonment or to help him get started when he is released. The inmate is developing a sense of self-worth, keeping the cost of his incarceration down, helping his family, and making a useful contribution to society through his production.

Although the Canadian Penitentiary Service has traditionally sponsored correctional and rehabilitative policies and activities, inmates for many years have not been adequately prepared to cope with and adjust to the outside world. Writing in the November 1949 *Canadian Bar Review*, R.B. Gibson, at that time the Canadian Commissioner of Pentitentiaries, said that "the industrial shops and the construction activities carried on in the penitentiaries have, for many years, afforded opportunities for prisoners to learn useful trades, but this type of on-the-job training...failed to produce the skilled workman who could compete in quality and quantity with the employee on the outside. It was decided in 1947 to introduce full-time vocational training courses for the young convicts under 21 and others of the reformable type in their early twenties."

However, knowing a trade does not qualify an inmate to work for eight hours a day, five days a week, in competition with others who are accustomed to the emotional and physical rigours of a full-time job. In 1969, the Canadian Committee on Corrections, with Roger Ouimet as chairman, reported that "it is highly desirable that all inmates of a prison be fully occupied during a normal working day [with] scholastic education, vocational and trade training and maintenance work and therapy sessions as well as prison industrial production...Since the aim of the institution should be to prepare the inmate for his return to normal community living, it is important that as much time and effort as possible be spent on such preparation. It is an unhealthy and incapacitating thing in itself to be left in long periods of idleness. It is suggested that there be a basic wage that is paid to all inmates who involve themselves conscientiously, within the scope of their capabilities and treatment and training requirements. There should be a series of steps in the remuneration scale...to reward diligence and ability...Internal working conditions should, as far as possible, duplicate those on the outside."

The United States opted for the inmate-employment program more than 40 years ago. There, a 1930 law required federal departments and purchasing agencies to buy from commercial suppliers only if correctional system shops could not provide the products. This led to the creation in the early 1930s of the Federal Prison Industries Corporation, which has grown into a large, powerful and high revenue-producing organization. Individual states have also enacted similar mandatory purchase laws to support their correctional employment programs simulating outside working conditions. Some prisons pay the workers, others reduce inmates' sentences a certain number of days for each day worked.

What is the site of the pilot project like? Entering Joyceville Institution, you're not immediately aware of the inertia described by Thompson. The building is clean and life seems to go on in an orderly manner. Most inmates do chores or jobs, or work in one of the shops. Other talk in groups, read or rest in their cells, or visit common rooms. Very orderly, very controlled, you think, until you realize that this is the routine day in, day out, for years. The sense of lethargy does not immediately jolt an outsider who is used to a faster pace, but after several hours in the building, it envelops you.

William Chitty, Director of Joyceville, is enthusiastic both about the pilot project and the fact that his institution was selected as the site. He explains how prisoners come to his institution.

"There are several prisons in southern Ontario, and the Kingston Regional Reception Centre filters them for security and work option purposes. Of the medium security institutions in the area, Collins Bay is the educational upgrading centre, and Warkworth provides vocational training. Joyceville receives inmates who have not committed themselves to either of these options, those who just want to serve their time and get out. If the project is successful, it will give Joyceville an industrial specialty."

Because of overcrowding at other institutions, due to a great extent to the recidivism Chitty and others in the Penitentiary Service want to reduce, teachers have been provided for about 70 Joyceville inmates who want educational upgrading and vocational training — body and fender repair, and barbering — for another 35. About 110 men work in the existing industrial facilities: tailoring,

Photothèque

Chitty

cabinet making, paint finishing, and metal shops. Of the remainder of the 454 inmates within Joyceville's walls — it is also overcrowded — most work at housekeeping, or in kitchen, boiler room, service, and clerical jobs.

Most of the pilot project is still in the planning stages, said Chitty, but it is expected that the 80 participating inmates will be chosen by a selection board, using as its criteria an inmate's aptitude, ability, personality, length of sentence, potential for rehabilitation, and whether the man is single or has family obligations. Once the production line is operating, the inmates will probably make lockers, filing cabinets, and modular shelves. The men will work a full day, meet minimum production and working standards, and keep up with deadlines. There will be promotions and demotions, and the men will be able to work their way up to higher wages, possibly to the federal minimum wage.

"After spending time on the production line," said Chitty, "inmates will have probably been upgraded in education, they will have gained industrial experience, and they will have earned extra money to support their families or themselves. They will have gained a sense of achievement, and will be better able to fit into the outside world when they re-enter it."

Chitty feels that one of his main challenges is to get support and acceptance of the project while it is being developed. Once it is operating, he foresees such problems as inmates who are eager to work but do not have the aptitude, or other inmates who are jealous of the higher wages being paid to the project participants.

"Currently, all inmates earn a daily salary, starting at 70 cents a day, and increasing by 10 cents in three steps to $1. The salary depends on the grade of the job the men perform. Inmates who are cleaning floors will complain that they are earning 70 or 80 cents a day, while some others are making as much as $2.20 an hour. But they will have to understand that this is a pilot project, and if it is successful, it will be accepted across the federal system as an employment model. Once this happens, there is no reason why it cannot be modified and applied to most prisoners."

One of the Joyceville officials who will play an integral role in the introduction of the project is Bruce Sanderson, Supervisor of Industries. As he conducted a brief tour of the five Joyceville shops, he said the inmates now work in the shops only about 6 hours a day, 4 1/2 days a week. They are not prepared to re-enter the commercial workforce, and they complain about the lack of work, the lack of motivation. They are under no pressure to produce, to meet contract deadlines.

Among the problems Sanderson foresees is the operation of the pilot project within the institutional setting, and the demands of other programs, other divisions. The turnover of staff through men being demoted, being released or being taken off the job for other reasons will also hurt his operation. As well, he said, his own staff must become accustomed to the idea of supervising on a production line for 8 hours a day, of simulating an industrial environment similar to that in private or public industry.

"The alternatives to this program are simple," Thompson summed up. "We can continue having inmates under-employed, depriving them of the chance to learn normal working habits and depriving them of the opportunity to successfully prepare for the social and economic adjustments required of them upon release. We can abandon the workshops, which would produce serious unemployment, cause inmate deterioration and could create a high degree of tension, leading to riots. Or we can provide academic and vocational training programs for all inmates. Such programs, currently provided for about 30 per cent of the inmates, are expensive, not suited to the majority of the inmate population and have been found to be not fully effective in treating the most prisoners.

"There really isn't much choice."

VOLUNTARY ARBITRATION IN CANADA: FIVE PUBLIC SERVICE MODELS

by NAVIN PAREKH

A major current theme emerging on the industrial relations scene in Canada is the growing acknowledgement that finally the time appears to have come for voluntary arbitration of interest disputes. This is evident from the views expressed by leading scholars and practitioners in the field, and the vigorous advocacy of voluntary arbitration by the federal Minister of Labour lends considerable significance to this theme.

Impetus to the idea of voluntary arbitration has come, at least in part, from the experience with the system of arbitration introduced in the federal public service of Canada in 1967. Although this is the most widely-known model of voluntary arbitration in Canada, Saskatchewan law has provided permissive arbitration to resolve disputes involving provincial government employees since 1944. Since 1967, and following the pattern of the federal model, two other jurisdictions have introduced systems of voluntary arbitration for government employees: the public services of New Brunswick and the Yukon Territory. More recently, provision for ad hoc voluntary arbitration has been made in the collective bargaining legislation applicable to the public service in British Columbia. Thus, there are five public service jurisdictions in Canada that provide for some form of voluntary arbitration. (For the purpose of this article, "public service" refers only to federal, provincial and territorial governments.)

Permissive Arbitration in Saskatchewan

Saskatchewan was the first public service jurisdiction in Canada to extend full collective bargaining rights to employees of a provincial government. Since 1944, civil servants in Saskatchewan have been included in the coverage of the Trade Union Act — the general labour relations legislation — which makes no distinction between employees in the public and private sectors. The legislation permits the parties in an interest dispute to convert a conciliation board into an arbitration board upon written consent of both parties before hearings on the dispute commence. Somewhat similar provisions are made also in the Canada Labour Code and in labour relations legislation applicable to the private sector in most of the provinces. This is the only sense in which the Saskatchewan law permits ad hoc voluntary arbitration. As yet, no dispute involving provincial government employees has been settled through resort to arbitration, and the emphasis in Saskatchewan has been on negotiation between the parties.

Federal Arbitration Framework

The Public Service Staff Relations Act of 1967 provides two alternative methods for the resolution of an interest dispute: (1) referral of the dispute to binding arbitration;

and (2) referral to conciliation board with the eventual right to strike. But the option to choose between these two alternatives is available only to the bargaining agent. The employer does not have the right to choose between arbitration and conciliation. The bargaining agent is required, however, to exercise its option upon certification and before negotiations commence.

The process for the resolution of a dispute specified by the bargaining agent is recorded by the Public Service Staff Relations Board as part of its certification of the bargaining agent for that bargaining unit, and such process remains the process for the resolution of all interest disputes between the parties until it is altered by the bargaining agent. Upon application to the Board, a bargaining agent may alter the process, but such alteration does not take effect until any notice to bargain collectively is given next following the alteration.

The legislation has established a standing Public Service Arbitration Tribunal, which is composed of a chairman and two panels of at least three members, each representing the interests of the employer and employees. Appointments to these panels are made in consultation with interested parties. For each dispute referred to arbitration, the Tribunal consists of the permanent chairman and two other members representing the interests of respective parties selected from each of the panels.

The scope of arbitration under the federal arbitration model is limited to "rates of pay, hours of work, leave entitlement, standards of discipline and other terms and conditions of employment directly related thereto." As with a collective agreement, no arbitral award can contain any term or condition requiring enactment or amendment of any legislation by Parliament, except for the purpose of appropriating monies required for its implementation, or any term or condition that has been or may be established under four statutes (the Government Employees' Compensation Act, the Government Vessels Discipline Act, the Public Service Employment Act, and the Public Service Superannuation Act). The tribunal cannot deal with "the standards, procedures or processes governing the appointment, appraisal, promotion, demotion, transfer, layoff or release of employees," or with any term or condition of employment that was not a subject of negotiation between the parties before arbitration was requested. The Tribunal can deal only with those matters in respect of which arbitration is requested.

The law sets out criteria that the tribunal is required to consider in the "conduct of proceedings before it, and in rendering an arbitral award in respect of a matter in dispute." Through these legislative guidelines the act requires the tribunal to take into account market realities, comparability with the private sector, internal relativities between grades and occupations, and the need to establish fair and reasonable terms and conditions " in relation to the qualifications required, the work performed, the responsibility assumed, and the nature of services rendered." In addition, the law permits the Tribunal to consider "any other factor that to it appears to be relevant." This last-mentioned provision gives some flexibility to the Tribunal and, according to H.G. Woods of McGill, opens the door for the Tribunal to innovate.

Arbitral awards are binding on the employer, the bargaining agent and the employees. Awards are signed by the chairman of the Tribunal alone, and no report or observations thereon by any other member of the Tribunal are permitted. This precludes the issuing of dissenting minority reports. Moreover, the Tribunal has followed the practice of simply stating its decisions without giving its reasons and rationale.

Other features of the federal arbitration model include: (1) a provision that either party may refer a dispute to arbitration in respect of a unit which has chosen arbitration as the process for the resolution of the dispute: (2) opportunity for the other party in the dispute to refer to arbitration any additional matter that "was a subject of negotiations between the parties during the period before arbitration was requested but on which parties were unable to reach agreement"; (3) a provision that makes it possible for the parties to reach an agreement any time before an arbitral award is rendered in that dispute; (4) absence of any time limits within which the Tribunal must render its decision; (5) a provision for retroactive application of an award; (6) term of an arbitral award to be not less than one year or more than two years from the day on which it becomes binding on the parties; and (7) referral, of an award back to the Tribunal (a) by either party to which it appears that the Tribunal has failed to deal with any matter in dispute, in which case the Tribunal is required to deal with such matter, and, (b) upon joint application of both parties where circumstances may have arisen since the making of an award to justify verification of the same, in which case the Tribunal may amend, alter or vary the award.

As of mid-1974, the federal legislation had been in force a little over seven years, and some 35 interest disputes have been settled as a result of arbitral awards. This compares with more than 300 collective agreements that have been entered into during this period.

The Yukon Ordinance

A framework for arbitration established under the Yukon Public Service Staff Relations Ordinance of 1970 very closely followed the federal model but deviated in three respects. First, unlike the federal legislation, the Yukon

Ordinance has not created a standing arbitration tribunal. For every dispute referred to arbitration under the Ordinance, the Chairman of the Yukon Public Service Staff Relations Board (Professor Jacob Finkelman, who is the Chairman of the federal Public Service Staff Relations Board, is also the Chairman of the Yukon Board) is required to appoint an arbitrator. Second, there is no provision in the Ordinance for the appointment and participation of members representing the interests of the parties in the arbitral process.

Third, and more important, the bargaining agent representing employees of the territorial public service (the Public Service Alliance of Canada, which is the major union representing federal public service employees, is also the bargaining agent in the Yukon public service) is not required to specify its choice of dispute settlement process — arbitration or conciliation board — until after either party informs the Chairman of the Board that negotiations have broken down, and the Chairman declares that a dispute exists. This is a significant variation from the federal arbitration model in spite of the fact that the scope of arbitrable matters, the criteria that the arbitrator is required to take into account, and other provisions pertaining to arbitration in the Yukon public service are generally similar to those in the federal public service. In two rounds of collective bargaining since the Ordinance came into force, no dispute has been referred to arbitration in the Yukon public service.

New Brunswick Model

In New Brunswick, the Public Service Labour Relations Act of 1969 introduced a framework for collective bargaining which closely resembles the federal system. However, arbitration provisions under the New Brunswick law differ from the federal model in two important respects. First, the decision as to whether a dispute should be referred to arbitration does not have to be made in New Brunswick until after negotiations break down, and second, the dispute cannot be referred to arbitration unless both parties agree.

The procedure under the New Brunswick act operates in this way. Parties are given 45 days to bargain collectively. If they fail to reach an agreement within this period (or a mutually agreed extension of this period), by mutual agreement in writing, they may submit their differences to arbitration. If they do not submit their differences to arbitration, the Chairman of the Public Service Labour Relations Board is required to appoint a conciliation board within 15 days of the expiry of the prescribed time period, if it appears to him that the parties are not able to reach agreement. If no agreement is reached within 7 days after the conciliation board reports to the Chairman, either party may inform him that negotiations have broken down, and request him to declare that a deadlock exists. Within 3 days of such a request the Chairman is required to declare the existence of a deadlock, and ask each party whether it is willing to submit the dispute to the Arbitration Tribunal. If both parties inform the Chairman that they are willing to submit the dispute to arbitration, the Chairman is required to refer the dispute to the Tribunal. If either party informs the Chairman that it is not willing to submit the dispute to arbitration, the dispute cannot be referred to the Tribunal, and the bargaining agent is required to conduct a vote among the employees in the bargaining unit to determine whether they desire to take strike action.

According to Dr. Saul Frankel, who, as the one-man Royal Commission on Employer-Employee Relations in the Public Service of New Brunswick, was the author of the New Brunswick legislation, the requirement that the choice of the dispute settlement method be made at the end of negotiations "would make for more realistic and responsible option for both sides," and "maintain the atmosphere of uncertainty that is considered conducive to effective negotiations." Also, the provision requiring agreement of both parties before a dispute can be referred to arbitration was incorporated into the law because, according to Dr. Frankel, "asking one of the sides to make this choice is only meaningful if the other side has made a firm commitment to submit the issues to arbitration." The employer in New Brunswick did not make such a commitment. The situation was slightly different at the federal level, where the option to choose between arbitration and conciliation board is given only to the bargaining agent. There, in appointing the Preparatory Committee on Collective Bargaining in the Public Service of Canada, the Federal Government asked the Committee specifically to, among other things, make preparation for arbitration. In a sense, this was an indication that the Government preferred arbitration as the method to settle interest disputes in the public service.

Be that as it may, the provision in the New Brunswick act that both parties must agree before a dispute can be referred to arbitration seems unfair to those employees who are unable and/or unwilling to call an effective strike. According to Professor Finkelman, "it gives the employer inordinate power over those whose bargaining power is weak and those whose devotion to public service makes them reluctant even to contemplate a strike." As yet, no dispute has been settled in the New Brunswick public service as result of an arbitral decision.

Ad Hoc Arbitration in British Columbia

Arbitration procedure incorporated in the Public Service Labour Relations Act in British Columbia, which came into force earlier this year, is based on three major premises. The first premise, as stated by the Commission of Inquiry into Employer-Employee Relations in the Public Service of

British Columbia (the Higgins Commission, whose report and recommendations formed the bases for the Act), is that "too great an elaboration of sophisticated standing procedures to govern the final settlement of disputes may impede, rather than improve, the bargaining process." The British Columbia law accordingly provides for arbitration only on an ad hoc basis and contains nothing more than bare essentials for arbitration procedure. This is in marked contrast to the legislation in federal and New Brunswick public services, where standing arbitration tribunals are created and elaborate provisions are made for the resolution of interest disputes (as is the case also under the Yukon Ordinance, which does not provide for a standing tribunal). The second premise of the British Columbia legislative framework is that " the most appropriate time to require the parties to indicate" their choice of the dispute settlement method is at the point of impasse in negotiations, because, according to the Higgins Commission, "it maintains the element of uncertainty as to the consequences of any deadlock throughout the negotiations." Therefore, the decision as to whether a dispute should be referred to arbitration does not have to be made in the public service of British Columbia until the parties reach an impasse. The third premise of the legislation is that of mutually voluntary arbitration. A dispute cannot be referred to arbitration in the British Columbia public service unless both parties agree to do so.

The New Brunswick legislation has also incorporated two of the three principles of the British Columbia Act — namely, that the decision to resort to arbitration must be made after an impasse has been reached, and that the decision must be made mutually. However, there is a major difference in the collective bargaining framework in these two jurisdictions. While there are some 50 bargaining units in the New Brunswick public service, there are only three units to represent provincial government employees in British Columbia. These are: a nurses' bargaining unit, a licensed professionals' bargaining unit, and a public service bargaining unit, which includes all employees other than those in the other two units. The existence of very few but large bargaining units means that the requirement under the British Columbia law that resort to arbitration must be by mutual consent of the parties does not seem unfair to those employees who are not willing or not able to carry on an effective strike action. According to the Higgins Commission, "weaker groups in the Public Service will tend to be protected within a larger bargaining unit." Only experience will provide clues to the strengths and shortcomings of the Public Service Labour Relations Act in British Columbia.

Major Distinguishing Features

Any consideration of voluntary arbitration as a method to resolve interest disputes raises a number of questions: (1) should the law provide for arbitration only on an ad hoc basis, or should it provide for standing arbitration; (2) should arbitrators be bound by certain pre-determined criteria, or not; (3) should the choice of arbitration be mutually voluntary, or should the option be available to only one of the parties; (4) should the decision to refer a dispute to arbitration be made at the point of impasse, or should this decision be made in advance; (5) should the scope of arbitrable matters be restricted, or should everything within the scope of collective bargaining be subject to third-party decision-making; and, perhaps the most fundamental question, (6) whether voluntary arbitration undermines the bargaining process. An examination of the framework for voluntary arbitration in five jurisdictions does not provide clear answers to these and other questions, but these systems provide some insights into approaches to voluntary arbitration adopted in Canadian public services.

One of the most notable features of legislation in the federal jurisdiction and in New Brunswick, British Columbia and the Yukon is the fact that arbitration has been distinctly identified as an alternative method to resolve interest disputes. Legislation in all four jurisdictions has been enacted since the mid-1960s and, as in Saskatchewan, strikes by government employees in these jurisdictions are not prohibited. The Saskatchewan law does not, however, identify arbitration as a distinct alternative to strikes. It only contains a provision whereby arbitration of interest disputes is permitted.

Even among jurisdictions where arbitration is identified as an alternative, not all jurisdictions have established standing arbitration tribunals. Standing tribunals are created under the federal and New Brunswick acts, and even though arbitration provisions in the Yukon Ordinance are basically similar to those in the federal and New Brunswick legislation, there is no provision for a standing tribunal in the Yukon public service. The law in British Columbia, on the other hand, provides for ad hoc arbitration.

The option to choose between two alternative methods to resolve interest disputes is given only to bargaining agents in the federal act and in the Yukon Ordinance, while in New Brunswick, British Columbia and Saskatchewan, the decision to refer a dispute to arbitration must be by mutual agreement of the parties. And, with the exception of the federal system, legislation in all these jurisdictions provides that the decision on whether a dispute should be referred to arbitration does not have to be made until negotiations break down and the parties reach an impasse. Under the federal law, bargaining agents representing federal government employees are required to indicate their choice of the dispute settlement process before negotiations commence.

As under the federal act, the scope of arbitrable matters is limited to defined terms and conditions of employment in New Brunswick and in the Yukon. Both the latter statutes were patterned after the federal law, and therefore, arbitration procedure in these three jurisdictions, with exceptions noted earlier, are basically similar. In British Columbia, there are no restrictions on the jurisdiction of arbitrators, and arbitrators in that province can deal with any matter in the dispute between the parties that is within the scope of collective bargaining. The same applies, of course, to permissive arbitration in Saskatchewan.

Another common feature of the federal, New Brunswick and the Yukon arbitration framework is the fact that arbitrators in these three jurisdictions are required to render decisions in accordance with certain criteria provided in their respective legislation. However broad these legislative guidelines may be, they are an indication of what lawmakers considered appropriate criteria for settling interest disputes involving public servants in these jurisdictions. The British Columbia law does not contain criteria for arbitrators, and, since arbitration in Saskatchewan is only on a permissive basis, the law in that province is also silent on this matter.

Although bargaining structures in the federal and New Brunswick jurisdictions are highly fragmentary, with a multitude of bargaining units and many bargaining agents in each, there are very few bargaining units in British Columbia and in Saskatchewan. There is only one unit in the Yukon territorial public service.

The question of whether voluntary arbitration undermines the bargaining process is the most difficult to answer because recognition of voluntary arbitration as a distinct alternative to resolve interest disputes is a relatively recent phenomenon in public service jurisdictions in Canada. Sufficient experience has not been gained for a meaningful review of the results of arbitration procedures in these jurisdictions. However, if peaceful labour relations are taken as an indicator of the effectiveness of labour relations legislation, permissive provisions of the Saskatchewan law stand out as a remarkable success.

In closing it is interesting to note that, although newer techniques to resolve interest disputes in the public sector are being tried in the United States as in Canada in the last few years, there are significant differences in the approaches devised in the two countries. American approaches to arbitration have, in many instances, taken innovative forms, such as the final-offer-selection and mediation-arbitration. In Canada on the other hand, different procedures that have been adopted in public services are within the general framework of more conventional arbitration. In those jurisdictions in the United States that have experimented with new forms of arbitration, strikes are almost invariably prohibited, but, where voluntary arbitration is provided in Canadian public service jurisdictions, it is available as an alternative to strikes. Subject to considerations of public interest, strikes by public servants in these Canadian jurisdictions are not forbidden.

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Canadian Chamber of Commerce

PROPOSED SOLUTIONS FOR INFLATION

by GEORGE SANDERSON

Union negotiators should have the power to settle labour agreements without a ratification vote by the rank and file. That's the view of William P. Kelly, Assistant Deputy Minister of Labour. Speaking to delegates at the 45th annual meeting of the Canadian Chamber of Commerce in September, Kelly said inflation is putting a severe strain on our industrial relations system. But another major factor is "the lack of authority union negotiators have at the bargaining table and, flowing from this, the high incidence of rejection of negotiated settlements."

Kelly said it is becoming increasingly difficult for union leaders and negotiating committees to explain to the rank and file the details and trade-offs that go into a settlement that sometimes has been the subject of many months of negotiations. He suggested that a few years ago, workers realized that collective bargaining was the art of compromise. Today, many unionized people feel that compromise is an abandonment of principle. The Assistant Deputy Minister pointed to "situations where if the union committee sets a wage demand of 40 per cent for two years, with the thought of lots of room for manoeuvre — God help them if they come back to the membership with 39 per cent."

Perhaps it is time, he said, for union negotiators to go to the bargaining table "fully cloaked with authority to settle and stand on the record of their accomplishments at the regular union election. This in no way abrogates the democratic process and indeed is the only way democratic governments can govern."

Commenting on Canada's "double digit inflation," Kelly told the business group that the philosophy of the Canadian worker in the organized sector today is to ask his union leader to make him "whole on last year's inflation," to protect him against next year's inflation, "no matter how high it may be" and to get him "something extra to boot — and the devil take the hindmost." With union negotiating committees approaching the bargaining table with this kind of mandate, "is it any wonder that the industrial relations system is under a strain?"

Kelly said that he would like to see labour and management cope with inflation through cost of living allowance (COLA) clauses rather than have Government tinker with the system through indexing or allow opening of an agreement after a rise of so many points in the Consumer Price Index.

In a formal policy statement adopted at its annual convention, the Chamber said that the Federal Government must develop policies that "strike at the root causes of inflation," which outgoing Chamber president J.E. King

called "our most serious problem." The business group believes that "the solution to current inflation is not aggressive pursuit of tight monetary policies, excessive fiscal restraint or price and incomes controls. These measures run the risk of either precipitating a recession or inhibiting the ability of the economy to adjust smoothly to rapidly changing economic conditions."

The Chamber has asked the Federal Government to convene a meeting of senior government, labour and business representatives to search for ways of beating inflation.

Elsewhere in its policy statement, the Chamber said that Canadian measures adopted to control inflation must be "compatible with the substantial internal economic adjustments required as a result of changes in the economy's leading sectors and the effects of material shortages and regional availability of energy. A solution to the problem of shortages will be achieved only if Canada's economy is permitted to adjust freely to rapidly changing world and domestic economic conditions."

The Chamber called on the Government to reduce its spending as a means of curbing inflation. The business group believes that sizeable spending by all levels of government on major projects boosts prices of available manpower, materials and capital, cancelling attempts to beat inflation by increasing productivity and supply. The Chamber said that the federal Government should not only reduce its own spending but "exercise its influence" to encourage other levels to reduce as well.

The Chamber asked the Government to review the taxation system, especially in the area of indexing, to provide a more satisfactory long-term solution to the inflation problem. Charles A. McCrae, chairman of the Chamber's taxation committee, indicated that not all problems caused by inflation would be solved by changes in the taxation system, but that the Government could do much through revision of the system to encourage the high level of savings that will be needed to finance economic expansion in the decade ahead.

The Chamber believes that the indexing system, which now applies to personal income tax and most transfer payments, should be expanded to include capital gains, contribution limits for pension plans, registered retirement savings plans, and capital cost allowances.

The Chamber also urged the Government to make available on a long-term basis the tax reduction on Canadian manufacturing and processing profits, and to continue the fast write-off for manufacturing and processing equipment.

The business group called for major changes in accounting techniques that would cover the effects of inflation on a company's operating results. The resolution passed by the Chamber called for "current dollar accounting practices and other measures designed to more accurately reflect contemporary dollar values and replacement costs for capital investments and inventories." The resolution also urged the group to encourage "official recognition" of such accounting practices. McCrae, vice-president, finance, of Dominion Textiles of Montreal explained to the meeting that this meant use of such accounting techniques in reporting company results to the Government. "Once such accounting techniques are adopted by the accounting profession, our feeling is that the Government would also have to recognize this for tax purposes."

The Chamber reiterated its stand that illegal strikes must be dealt with under law and that strikes in essential services be prohibited, with disputes handled through compulsory arbitration.

Assistant Deputy Minister of Labour William Kelly conceded that our industrial relations system is being "bombarded with accusations" but rejected the suggestion that it is "breaking down." We have a vested interest, he said, in maintaining and defending free collective bargaining. "Many proponents of 'the better way' come up with the popular solution that compulsory arbitration is the solution to labour - management conflict... Compulsory arbitration does not eliminate strikes, it merely makes them illegal... The solution then is to eliminate as much as possible the sense of grievance, or at least to try to keep conflict within reasonable bounds."

Kelly expressed the view that mediation is still the best "tool" in the resolution of collective bargaining impasses, and one that will be around for some time. "There are times, of course, when mediation will fail. The only power a mediator has is the power of persuasion." Arming a skilled mediator with the powers of an arbitrator, however, will give him the muscle to cope with certain impasse situations blocking resolution of a dispute. The most important factor in this approach, Kelly thinks, is that labour and management, while party to an arbitration proceeding, still have the opportunity to continue negotiating.

Delegates heard Manpower and Immigration Minister Robert Andras discuss some of the problems and achievements of the Government's employment programs. Although Andras acknowledged that Canada Manpower is having problems filling some vacancies, he said that "for the overwhelming majority of Canadians, the work ethic is alive and well." A government study had shown that "we do not have a mass defection from the idea of work" but "we do have problems related to job satisfaction." A decreasing number of Canadians are interested solely in the pay cheque, he

said. They want jobs where they are treated humanely and have a sense of achievement. They want personal as well as financial rewards.

"This desire of Canadians to get more out of a job than a pay cheque is going to put more pressure on Canadian employers and on the broad spectrum of our Manpower policies," said Andras. "It will often mean improving wages, working conditions, stability of employment offered, fringe benefits, or simply the degree of satisfaction and status people get from their jobs. Some of these things will cost money, but often less than it would cost employers to cope with high labour turnover. In many situations, some relatively simple and inexpensive changes can give a new sense of satisfaction to the worker," he said. "One key to the problem, then, is to improve the jobs and the degree of satisfaction people get from them to the point where the problem disappears," Andras added. He offered the example of the Great Lakes Pulp and Paper Company, Thunder Bay, which is succeeding in getting workers and keeping them while forestry employers across Canada are having serious problems filling job vacancies. He attributed the company's success to decent wages, good working conditions and accommodation, as well as a comprehensive recruitment program using Canada Manpower centres and an extensive local and district school visitation program to encourage students to consider careers in the forest industry.

Urging employers to "pull up their socks," Andras suggested that they define and describe their job vacancies to enable the CMCs to do a better screening job; take advantage of employer relations visits from the CMC; co-operate with the Unemployment Insurance Commission when workers leave their employ by reporting promptly and truthfully; and register all vacancies with their CMC.

"It is a regrettable fact", he said, "that the average weekly wage on job orders in seven major Canadian cities has been $114 over the past five months, which is 30 per cent lower than the average industrial wage in Canada and probably lower still than the average wage in those metro areas."

The Chamber devoted a major part of its four-day convention to discussing the performance of the free enterprise system and the methods necessary to correct public misunderstanding of business.

Business will have to do a better job of explaining to Canadians "how our system works," retiring Chamber president J.E. King told the delegates. "The public has a legitimate interest in correct and factual information about earnings and how they are used.

"Most Canadians do not think profit is a dirty word," he said. "If they work for a company, they know full well that unless the company makes a profit, their jobs and security are in jeopardy." But "Canadians have been exposed to so much anti-business propaganda that they are puzzled," King observed. He spoke of the need for co-operative efforts to explain business and the economy. It will not be an easy task, but the Chamber, with groups in 700 communities across Canada and a corporate membership of 2,700, should be able to present a strong concerted voice to a large number of Canadians. The business group will also have to communicate more effectively with the Federal Government.

King was not the only businessman complaining about the public's lack of knowledge of the free enterprise system. "The system is not healthy in the one area that could cause its downfall – public opinion," warned N.M. Shaw, president of Redpath Industries. "The myths of the left – high profits, inefficiency, poor wages – are being heard and listened to". He challenged Chamber members to get out and talk about the free enterprise system. "Let's start educating our children and teachers on the benefits of the system. Let's unite the advertising budgets of national organizations and advertise on billboards, sponsor hockey and football games, and let the public know that despite its faults, the free enterprise system is the best in the world."

Other speakers took to the podium to show with facts and figures that profits are not at unreasonable levels. Replying to the "myth" that shareholders are "ripping off the public," Dr. D.E. Armstrong, professor of management at McGill University, stated: "The fact is that, unlike workers whose real wages per hour of work have steadily increased, shareholders have found that their real rate of return per dollar invested has trended downward." In the last 13 years the average annual real rate of return has been only 2.63 per cent, he said.

Replying to the "myth" that real wages are falling, Armstrong noted that the real earnings of the average worker in manufacturing has trended strongly upwards throughout the whole post-war period. A good deal of the apparent slowing down in the last few years can be attributed to the changing composition of the labour force, the reduction in the average age and experience of the workforce, the long-term reduction in the length of the workweek, and the incidence of strikes. "Years in which there is an above average number of man-days lost in labour disputes will naturally be years of somewhat lower average weekly earnings," he explained. "The conclusion has to be that labour is benefiting significantly and consistently from the operation of our economic system."

Ford Motor Co. of Canada's Earle Weichel pointed out that "absolute profit numbers are big ...mind-boggling for the consumer struggling to get by until next payday. But in

fact, the competitive North American market — the competition the myth mongers say is dead — has held down average after-tax profits of manufacturing companies to a level that in recent years has seldom exceeded 5 per cent of sales.

"I suggest the next time self-appointed critics begin mounting an attack on unconscionable corporate profits, they should pause and ask their colleagues at work, their relatives, their barber — who may be shareholders of Ford Canada — if they believe that a 3.6 per cent return on dollar sales is excessive, fair or even adequate."

E.R. Olson, President of Alwinsal Potash of Canada, of Lanigan, Sask. was elected President of the Canadian Chamber of Commerce at the business organization's 45th annual meeting in Toronto in September. He succeeded J.E. King of Vancouver.

Olson is concerned that business' image has deteriorated in recent years and his main aim is to rebuild that image. Businessmen haven't taken enough time to communicate the benefits of the free enterprise system to others, he believes. Consequently, there has been a one-way debate against the system and this must be corrected. Businessmen must get out and communicate in the schools and in other formal and informal ways, Olson says. Moreover, business, which has traditionally maintained a low profile, may have to change its tactics and take a more aggressive stand.

Olson does not expect himself or the Chamber to solve the problem in the 12 months that he will be national president of the organization, but he is confident that a sustained effort by business will eventually overcome the skepticism that now greets announcements from the private sector.

Olson has a broad range of experience to cope with the task ahead. He served as first national vice-president of the Chamber last year and is a past president of the Saskatchewan Chamber of Commerce. Born in Port Hope, British Columbia in 1920, Olson graduated as a mining engineer from the University of British Columbia. He was employed in gold and uranium mining before entering the potash industry in 1964. Like previous Chamber presidents, Olson will be spending much of his time meeting government leaders, working out the Chamber's view of government policy, and attending meetings across Canada and abroad.

Nova Scotia Federation of Labour

MORE LABOUR UNREST IN SIGHT

The Federal Government faces greater labour unrest unless it heeds labour's advice on fighting inflation, John Simonds, Executive Secretary of the Canadian Labour Congress predicted in an address to the Nova Scotia Federation of Labour.

About 300 delegates attended the Federation's 19th convention held in September in Halifax, and heard Simonds observe that 1975 will be a bad year because of high inflation and high unemployment.

"Our government must take decisive action to get the economy moving — and moving quickly. There is a great deal of concern in Canada over labour unrest, particularly with the increasing number of so-called illegal strikes. There should be concern, not over the strikes, but with the reasons for the strikes.

"We are saying to our people: 'protect yourselves' — and they are trying to do just that. And employers in this country who refuse to recognize the plight of the worker not protected by a cost of living clause in his agreement or a worker tied to a long-term contract, are failing to face up to their responsibility, and they are going to be in trouble — and well they should be."

Simonds conceded that some of the root causes of inflation stem from international and external conditions, but that does not free Canadian officials from the responsibility of doing something at home. In his view, the Federal Government must take decisive action to get the economy moving again: tax cuts to create more purchasing power; pension adjustments based on the increase in the costs of food and housing; more housing and lower mortgage rates.

Consumer prices are steadily increasing every month while real income is not, he noted. In the last 18 months, the average Canadian worker is making $5.67 a week less than in the last quarter of 1972. Yet labour's demands are called exhorbitant, and controls have been suggested.

"I don't hear anyone raising hell over corporate profits in Canada, profits which show an increase of more than 40 per cent above a year ago. But I do hear a great hue and cry for wage and price controls. However, you are not told that such controls have failed miserably everywhere they have been attempted. When the United States tried controls, the average worker experienced a decline in real earnings of $6.70 a week, compared with the Canadian earning loss of $5.67. The inflation rate in Canada during the last year was 10.8 per cent, compared with 11.8 in the United States. And corporate profits increased 40 per cent in Canada, 25 per cent in the United States.

"So much for wage and price controls."

In presenting the Federation's 1974 officers' report, retiring president John Lynk told delegates that stricter labour laws will not solve Nova Scotia labour problems. The provincial Government has tried to legislate solutions to the problems, but this has not worked.

"More stable labour relations were made an issue in the 1970 election, and a law protecting the Michelin tire company plant from strikes, as well as a revised Trade Union Act were subsequently passed," noted Lynk. The Government thought labour problems could be legislated away to show prospective companies that Nova Scotia has a docile union movement.

"The Industrial Relations Division of the provincial Department of Labour does not have enough high-calibre employees to give us good service, and there is no one to prevent many crisis situations from occurring. As well, the 1973 budget of the Division has been cut $27,000 from 1972. Expenditures for salaries, conciliation boards, industrial inquiry commissions and arbitration were lower.

"This government will find out, just as history has proven, that good labour relations cannot be legislated. They are developed by the parties involved in collective bargaining. Governments can play a role, but not by trying to pass more stringent laws and fines. Governments can and must provide the parties with the tools to reach agreements with the least possible amount of loss production, strikes or lockouts. It can be done. It is not being done by the present methods," asserted Lynk.

Elected Federation President to replace Lynk was Gerald Yetman of North Sydney, Nova Scotia, President of the Cape Breton Labour Council and Vice-President of the Cape Breton Building and Construction Trades Council.

T.S.W.

Manitoba Federation of Labour

IN DEFENCE OF LABOUR'S IMAGE

Industries and governments are to blame for inflation, yet labour is considered the culprit by most Canadians, according to Shirley G.E. Carr, Executive Vice-President of the Canadian Labour Congress.

In a hard-hitting speech to 300 delegates attending the twentieth convention of the Manitoba Federation of Labour, held September 27 to 29 in the northern Manitoba mining town of Thompson, Carr said labour does not deserve its bad public image.

"The image is the result of widespread public misconceptions about labour relations and the collective bargaining process. Labour is not to blame for the condition of the country today. Most Canadians are labour illiterates, relying only on the media for their information. So it is not surprising that they have accepted the propaganda that labour is the culprit. The best public relations campaign that Madison Avenue could devise would never be able to glamorize a strike, or elevate unions to the company of boy scouts."

The trade union movement is perturbed with those who promote the idea that higher wages mean higher prices and that union-won wage increases are the chief cause of inflation, declared Carr. This argument is contrary to the findings of objective, scientific studies. A Senate report stated that "the main reason why unions are characteristically allocated blame for inflation is that they go after income gains for their members so very much in public. Other groups are able to do much the same thing more quietly – sometimes unnoticed by the public. But collective bargaining is, and probably always will be, one of the noisiest economic processes known to man, and this makes unions especially vulnerable."

Wage rates in Canada have lagged behind advances in production and profits, she contended. The current strong acceleration of pay rates and the reopening of collective agreements simply constitute a catching-up with the corporate profits. Despite statistical evidence that wage hikes historically follow rising prices, the public clamour over allegedly inflationary wage settlements continues to mount, usually coupled with demands for wage controls.

"Wages, of course, are already subject to considerable restraint through the machinery of collective bargaining, compulsory conciliation and arbitration, and legal restrictions on the right to strike," Carr continued. "To say further wage control is the answer is a statement not acceptable to you and I as workers. Unlike other forms of income – rents, stock dividends, profits, professional fees, interest rates, mortgage rates – wage rates must be set bilaterally through negotiations with employers.

"Inflation, then, is caused by exorbitant profits, land speculators, increased interest rates, mortgage rates that have risen steadily, huge management salaries, the world

economic situation, and the poorly-planned, poorly-timed economic policies adopted by governments both in Canada and the United States."

Referring to the food industry as an example, Carr cited statistics indicating that soaring food prices are making healthy profits for supermarket chains. "The food industry is having a profit orgy at the expense of the consumer, and our various provincial and federal governments appear, by their inactivity, to condone this. The contention that labour is responsible for this doesn't hold up against the facts.

"The situation is appalling. Industries and governments are to blame. Profiteering is pushing prices up, not to mention tax deferments, executive bonuses, company write-offs, advertising, promotional gimmicks, packaging, and excessive mark-ups. The real culprits, the barons of the food industry, have become the corporate untouchables as far as the governments are concerned, and are allowed to operate with impunity. Food shortages are artificially created by destroying crops to keep the prices up."

Refuting charges that unions are preoccupied with their own interests and neglect the unorganized and poor segments of society, Carr said unions are not indifferent to the poor, the retired, the non-union workers. The only way unions could effectively help the working poor would be to organize them, "but that is not a simple matter of unions flinging open their doors and admitting the millions of workers still unorganized.

"There are towering obstacles to be overcome in organizing the non-union workers. Most of these workers are scattered in small groups. In many cases they are unskilled or semi-skilled, and are easily replaceable. They tend to be fearful of losing their jobs, making them extremely vulnerable to anti-union intimidation by their employers.

"But even if unions succeeded in organizing every worker in the country, they could not eliminate poverty on their own. This will not be possible until the provincial and federal governments have raised their minimum wages to provide incomes above the poverty line, provide the necessary up-grading of education and skills, provide more streamlined manpower retraining and mobility, and eliminate the unemployment of 500,000 Canadians."

T.S.W.

50 YEARS AGO

The death of Samuel Gompers, who, with the exception of one term, was president of the American Federation of Labor since its inception in 1881; formation of an organization to be known as "The Old Age Pension Association of Canada;" observance of the Lord's Day Act in the province of Quebec; and the conviction of four men on a charge of intimidation during a garment workers' strike in Montreal, were among the topics discussed in the December 1924 issue of The Labour Gazette.

Samuel Gompers

Samuel Gompers, president of the American Federation of Labor since its inception in 1881, with the exception of one term, died on December 13, 1924, in San Antonio, Texas. At the convention of the American Federation of Labor held in El Paso, Texas, In November, Mr. Gompers was elected president for his 43rd term. He then went to Mexico to attend a meeting of the AFL and also to be present at sessions of the Pan-American Federation of Labor, of which he was president; while in Mexico he was taken ill and died in San Antonio on his way home. As president of the AFL, Mr. Gompers was well-known in all parts of the world.

Old Age Pensions

An organization to be known as "The Old Age Pension Association of Canada," with headquarters in Toronto, was being formed for the purpose of encouraging public support for a system of old age pensions, as recommended by the special committee of the House of Commons at the last session of Parliament. The officers of the Association were all identified with the trade union movement, and it was hoped that other organizations would support the Association, which was non-sectarian and non-political. The Association would enroll active members among Canadians 50 years of age or over, the membership fee being one dollar. The fund thus collected was to be used in connection with public meetings and other work for the furtherance of the work throughout Canada. Labour organizations in the western provinces were endeavouring to secure provincial co-operation with the Federal Government in any measures that may be taken to give effect to the report of the old age pension committee.

Intimidation

Four men were convicted on November 26, 1924, by a jury at Montreal, in the Court of King's Bench, on a charge of having intimidated workers who were employed during a strike of garment workers last January. The presiding judge imposed a fine of $25 in each case, or a term of three months in jail. He stated that the men had gone too far in their demonstration. "The law," he said, "provided adequate machinery for the arbitration of industrial disputes, and it must be remembered that while the workers possessed certain rights the employers also must be protected. The judgment must be designed," he declared, "rather as a warning to the accused and other union men that such displays of violence could not be tolerated."

The Button Industry

There were 20 establishments engaged in the button industry in 1921 as compared with 21 in 1922, according to a report issued by the Dominion Bureau of Statistics in November, 1924. In 1922, Ontario had 13 factories, Quebec 4, British Columbia 3, and Alberta 1, the additional factory in operation during the year being in the province of Quebec. The total capital invested in the industry in 1921 was $1,212,229 as compared with $1,353,340 in 1922; the value of the products was $1,239,814 in 1921 and $1,203,240 in 1922. The number of persons employed by the industry rose from 541 in 1921 to 573 in 1922. There was also an increase in the payroll from $427,384 in 1921 to $503,445 in 1922.

Sunday Work

During November 1924, Premier Taschereau requested the co-operation of Price Brothers and Company, a pulp and paper firm, in the observance of the Lord's Day Act of the province of Quebec. He asked the company to abolish Sunday work whenever possible, stating that he frequently received letters from various organizations protesting against the non-observance of Sunday rest. The company replied that it would co-operate to the fullest extent, and that orders had already been issued to the heads of the mills at Kenogami to cease work on Saturday night at midnight and close the mills until midnight on Sunday from the first of January, 1925. Later in the month the Quebec Sunday League, at its first conference at Trois Rivières, congratulated the Premier on the happy results of his intervention, and suggested that similar action should be taken in connection with Sunday work in other pulp industries.

forum

Judicial Responsibility

"When...a group of workers decide to take the law into their own hands and violate their collective agreement, the stage is then ready for the unfolding of a familiar scene: The employer asks this court, which cannot refuse in the normal course, for the emission of an injunction outlawing the strike and ordinating a back-to-work rule. To date, this is the only solution the legislature has come up with to prompt the beginnings of an agreement in this type of conflict. Thus, the unruly spirit has blunted the sharp edge of a weapon which used to be respected. We have learned, in fact, that the defiance of a return-to-work injunction could lead to fines and imprisonment for contempt of court. Then men stood up and declared themselves ready to submit to these penalties instead of obeying the law of the country and the courts. And whole groups learned that they could, by simply passive resistance, jam the judicial mechanisms and render impossible the political government. We in Quebec have entered a climate of civil disobedience. The movement is widespread...Stuck in this mesh, the Montreal Urban Community Transit Commission (MUCTC) took recourse to the only remedy now legally possible. This is to bring employees before the court to be condemned for contempt of court. Do we really hope to solve the conflict in this manner?...We can and should regret the passing of the time when respect for the law was deeply ingrained in our morals and the authority of the courts received popular assent. But regrets are sterile. It is to the future that we should look to invent new ways to solve conflicts which our forefathers would never have dreamed possible...It is firstly the political powers which should try to find the solutions...They do not have the right to discharge their political obligations to judicial courts and to try to resolve these problems with the one extreme weapon — contempt of court...Until the political authorities find new solutions to these social conflicts, I am of the opinion that the Superior Court should not lend its authority to squash a group of citizens through fines and jail terms...The requests of the MUCTC are socially, politically and judicially inopportune in their conception and their consequences are dangerous...The requests of the MUCTC for contempt of court are therefore rejected, without costs." A partial text of the judgment by Quebec Superior Court Justice Jules Deschenes rejecting contempt of court motions against striking Montreal transit workers. *The Montreal Star*, September 17, 1974.

Another View

"The elected Parliament and provincial Legislatures in Canada make laws. Courts administer laws as they are written. If a change is made in the law it is made by the elected representatives. Quebec Superior Court Chief Justice Jules Deschenes has decided to depart from this basis for the rule of law and refuse to administer a law passed by the elected representatives. In so doing, he has usurped the authority of the elected...He called upon the political authorities to produce new means of dealing with the problem of collective disputes. That was within his right...A judge, like any other citizen, has the right to disagree with the law and to express his disapproval and to work for change; but so long as he remains on the bench, he must administer the law as it exists, or he assumes to the bench an authority that belongs to those elected by the people...Deschenes rejected the law and remained on the bench [without resigning] and thus...jeopardized the whole rule of law in Canada...If the law is clearly written, a judge has no proper alternative but to follow it...If he does not, he sets himself up as an overlord of government who says: your law is not good so I will not apply it. This is an extremely dangerous precedent...In Canada, laws are passed by governments elected by the people...Judges are the servants of these laws. If the people dislike the laws, they can change the governments which passed them. They cannot vote a judge from office." Editorial, *The Globe and Mail,* September 19,1974.

Labour's Image

"Labour's public image is at an all-time low, a fact confirmed by numerous public opinion polls, and a fact which many trade union leaders, like ostriches with their heads in the sand, choose to ignore. But it remains irrevocably true that a preoccupation with economic matters has alienated the labour movement from the rest of society. Organized labour has lost almost all contact with the man on the street and with such important segments of society as the young, the intellectual community, and the mass media. This detachment is regrettable, because the labour movement, with its economic wealth and political strength, should be the leading reform group in Canada. Labour should be in the vanguard of social change, closely associated with and financially supporting activist groups trying to get

something done about poverty, pollution, education, health care, women's rights, discrimination against minorities, and particularly the problem of native peoples, and the alienation of the young. The list is a long one. The challenge for the labour movement in Canada in the 1970s, as in the 1930s and 1940s, is to get back in harmony with the changing times. It should, through deeds rather than words, break out of its role of merely a large special interest group demanding only bigger and better benefits for the rather narrow membership of unions. This challenge is formidable because change comes slowly within the union movement." John L. Fryer, General Secretary of the B.C. Government Employees Union, and Canadian Labour Congress Vice-President At Large, in the September *Civil Service Review*, quarterly publication of the Public Service Alliance of Canada.

Crisis Bargaining

"Stanley Hartt, the conciliation commissioner assigned to the contract dispute between Air Canada and the Canadian Air Line Pilots' Association, has reported in effect that the attitudes displayed by the two sides made his efforts an exercise in futility. He criticized what he called 'crisis bargaining' under which both sides consciously decide not to make compromises or concessions until the 11th hour before a strike, or until some time after a strike has been called, even though they are fully aware that they will have to be made eventually. 'If the commissioner stage is regarded as a penny gum-ball machine into which you place a coin, turn the handle and see what comes out, after which the parties begin in earnest their discussions once the strike date has been set, the commissioner stage is a useless procedure', Mr. Hartt said. We can only agree with Mr. Hartt and applaud him for calling a farce a farce...We expect Canadians will agree with Mr. Hartt's view that there is no need for this dispute to lead to a strike unless both sides indulge in intransigence and brinkmanship...But if both sides insist on getting into the strike that, in Mr. Hartt's expert view, would be 'useless, wasteful and unnecessary'...there will be precious little public sympathy for either side, or for the Government responsible for a system that makes such paralysis possible." Editorial, *The Globe and Mail*, October 11, 1974.

"The commissioner trying to conciliate in what is probably the country's highest-bracket labour negotiations is clearly fed up...What disturbs Commissioner Stanley Hartt is the whole trend of labour-management negotiations, starkly outlined in this case where there has been, he reported to the Labour ministry, 'a conscious strategic decision not to deal realistically with the kind of package that could bring about a settlement until the backs of the parties are against the wall of economic sanction.' During the last few years, crisis bargaining has become the rule, not the exception. Standard procedures under the Labor Code have become meaningless. Of course, settlements are reached ultimately, on occasion by legislated decree, but too often after strikes from which no one has really benefited. A strike by the pilots, in the conciliator's view, would be 'a useless, wasteful and unnecessary event' caused by the 'dynamics of bargaining' and personalities, rather than by the validity of issues...If men as skilled as those in the flying business cannot agree without indulging in the game of chicken, there is even less hope for others. New rules are needed, and quickly." Editorial, *The Montreal Star*, October 10, 1974.

Old Age Pensions

"If the decision was left to the average Canadian, an old-age pensioner with no additional income would get $300 per month from the government. [Few] favor the $199.10 or less they currently receive. When Canadian adults were asked to decide how much pensioners should get, the answers ranged from 'nothing' to $1,000 a month. But, in this inflationary age, 57 per cent felt they should receive $300 or more. Nationally, 22 per cent did not name a specific amount, with most claiming that it should be dependent upon the cost of living. Among those who were specific, 34 per cent felt the pension should be $250 or less; 35 per cent felt somewhere between $251 and $399 would be fair; and 31 per cent wanted them to receive $400 or more. Somewhat surprisingly, a greater proportion of young adults would be more generous than those over 50. Of those citing a specific figure, 40 per cent of the under-thirties would like to see pensioners get at least twice as much as the current pension. Only about half as many of those over 50 (22 per cent) believed they should get $400 or more." The Canadian Institute of Public Opinion, cited in *The Citizen*, Ottawa, October 9, 1974.

Choosing One's Friends

"The House of Lords, acting as Britain's highest court, ruled Wednesday that the country's 4,000 private working men's clubs may bar people because of their race. The decision by the five law lords was unanimous. There reasoning: 'If everyone were rational and humane — or, for that matter, Christian — no legal sanction would be needed to prevent one man being treated by his fellow men less favorably than another simply upon the grounds of his color or ethnic or national origins. But in the field of domestic or social intercourse, differentiation in treatment of individuals is unavoidable. No one has room to invite everyone for dinner. The law cannot dictate one's choice of friends'." *The Ottawa Journal*, October 17, 1974.

PRICES & EMPLOYMENT

Consumer, September

The consumer price index (1961 = 100) rose 0.6 per cent, to 170.6 in September from 169.6 in August, and was 10.9 per cent higher than in September 1973. All main components registered increases and about two fifths of the overall increase was because of a 0.7 per cent advance in housing. The food index increased by 0.4 per cent, despite seasonally lower fresh produce prices and a decline in the price of beef. The clothing component increased 1.1 per cent, the recreation, education and reading element 0.6 per cent, and that for transportation 0.2 per cent. Tobacco and alcohol prices rose 0.3 per cent and those for health and personal care, 0.4 per cent.

Food

The food index advanced 0.4 per cent, to 193.6 in September from 192.8 in August. Between September 1973 and September 1974, the total food index advanced 13.8 per cent, with the price of food consumed at home rising 13.0 per cent and that for food away from home, 18.1 per cent. About one half of the increase was primarily because of a 1.2 per cent rise in the price of food eaten away from home. The price level of food for home consumption increased 0.3 per cent despite declines for fresh produce and a decrease in the beef index. Fresh vegetable prices declined 21.2 per cent and fresh fruit prices by 4.7 per cent from the preceding month. Prices of processed vegetables and fruit continued to rise in the latest month to levels about 20 per cent above those of a year ago. In the latest month, a decrease of 3.2 per cent in beef largely offset increases of 6.1 per cent in the pork index and 3.7 per cent in the poultry index. Compared with most of the other major elements of the food-at-home index over the 12 month period since September 1973, the combined meat, poultry and fish component showed no retail price increase. Between August and September 1974, there was an increase of 9.4 per cent in butter prices–the dairy products index rose 2.0 per cent. Generally higher prices for margarine and salad dressing were responsible for an increase of 6.2 per cent in the fats and oils index, bringing it to a level more than 57 per cent higher than a year ago. Egg prices, on average, were unchanged for the fourth consecutive month. Among other food items, sugar prices rose 17.6 per cent to more than three times above their level of a year earlier.

Housing

The housing index advanced 0.7 per cent, to 169.2 in September from 168.0 in August, mainly because of an increase of 1.3 per cent in the household operation component. The shelter element rose 0.3 per cent as a result of higher indexes for mortgage interest and rent. Among household operation items, increases were recorded for appliances, furniture, floor coverings, linens and draperies. Higher prices for stationery, garbage bags and cleaning supplies contributed to a rise in the household supplies index, while increased telephone rates in Quebec and Ontario and generally higher appliance repair charges were responsible for the increase in the household services index. In the latest 12 months, the housing index rose 9.6 per cent.

Clothing

The clothing index rose 1.1 per cent, to 155.0 in September from 153.3 in August, and was 11.1 per cent higher than a year ago. About one third of this increase was because of an advance of 3.1 per cent in clothing service charges, as higher prices were recorded for laundry, dry-cleaning and shoe repairs in several centres. The men's wear index rose I.3 per cent and that for women's wear 0.7 per cent, as most items surveyed registered increases. The piece goods and the children's clothing indexes each rose 1.0 per cent, and footwear prices advanced, on average, 0.5 per cent. The transportation index rose 0.2 per cent, to 153.7 in September from 153.3 in August, mainly because of higher prices for tires and new cars. The index was 10.1 per cent above its level of a year ago. Motor oil prices increased in several centres, but gasoline prices, on average, decreased slightly for the third consecutive month.

Health

The health and personal care index

advanced 0.4 per cent, to 173.0 in September from 172.4 in August, because of higher prices for pharmaceuticals and personal care supplies. Among pharmaceuticals, price increases were recorded for prescribed and non-prescribed medicines. Most toiletry items also registered increases, with the price of toilet soap advancing nearly 40 per cent and the price of cleansing tissues nearly 25 per cent above their level of a year earlier. In the latest 12 months, the health and personal care index rose 9.6 per cent.

Recreation

The recreation, education and reading index rose 0.6 per cent, to 162.9 in September from 162.0 in August, mainly because of increased prices for magazines. It was 10.7 per cent above its level of September 1973. Among recreation items, higher charges were recorded for television repairs, phonograph records, boats and motors; the price of television and stereo sets declined slightly.

Tobacco and alcohol

The tobacco and alcohol index rose 0.3 per cent, to 145.5 in September from 145.0 in August, and was 6.5 per cent higher than a year ago. Most of the increase was due to higher liquor prices in Quebec, Manitoba and some of the Atlantic provinces.

Consumer price movements, reclassified by goods and services, give another view of the incidence of price change. Between August and September, the total goods index advanced 0.7 per cent, with the largest increase being recorded for semi-durable goods that rose 1.1 per cent, primarily because of higher clothing and footwear prices. The index for non-durable goods rose 0.5 per cent, mainly in response to higher quotations for food, domestic and health and personal care supplies; the component for durable goods advanced 0.8 per cent, chiefly because of higher appliance and furniture prices. A rise of 0.4 per cent was recorded for the services index following increases in most service components. In the 12 months to September 1974, the total goods index advanced 12.2 per cent and that for services 8.5 per cent.

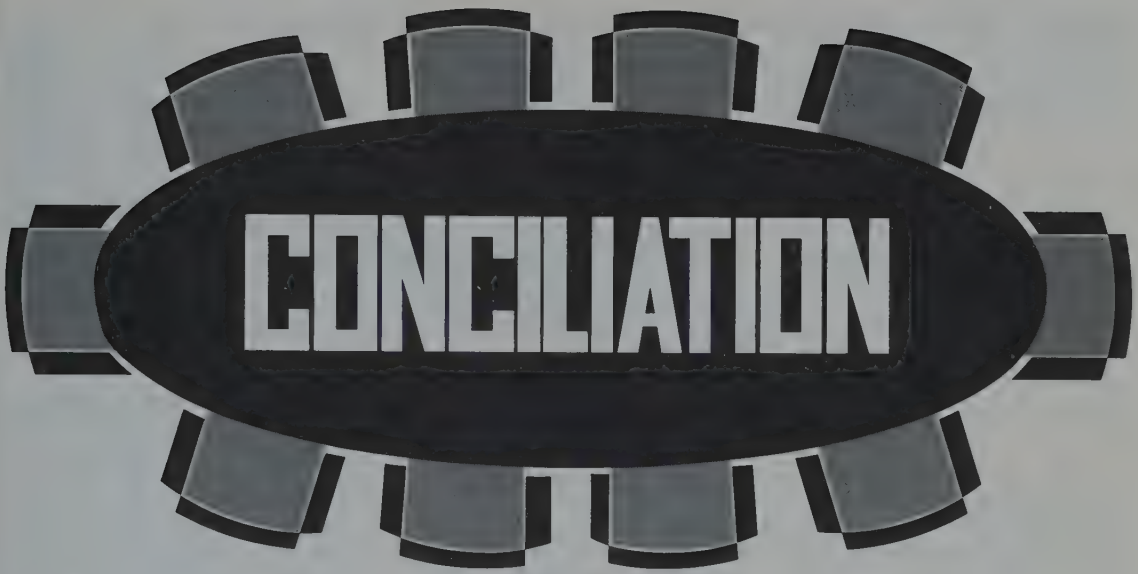
Wholesale, August

The general wholesale price index rose 1.4 per cent in August, to 469.3 from the revised July index of 462.7. All of the eight groups showed increases. The vegetable products group advanced 4.1 per cent, to 482.9 from 463.8 in July, mainly because of higher prices for sugar and its products. The sugar index increased 20.3 per cent in August to stand 186.8 per cent higher than a year ago. Prices were higher also for livestock and poultry feeds. The index for non-metallic minerals rose 1.9 per cent, to 348.7 from 342.2 in July, reflecting higher prices for sulphur, salt, coke, asbestos and clay and allied products. Increases for gold, zinc and zinc products and aluminum were the main factors in a 1.3 per cent increase in non-ferrous metals, to 428.6 from 423.2 in July. Higher prices for lard, tallow and cured meat were responsible for a 1.0 per cent rise in the animal products index, to 502.2 from 497.3. Other major group changes were: chemical products — 0.5 per cent, to 333.2 from 331.6; textile products — 0.2 per cent, to 429.8 from 428.8; iron products — 0.2 per cent, to 454.6 from 453.6; wood products — 0.1 per cent, to 581.2 from 580.6.

U.S. consumer, August

The consumer price index (1967 = 100) rose 1.3 per cent to 150.2 in August– the largest monthly increase since 1947 except for the periods when price freezes were lifted. The increase was the largest for a single month since August 1973, when the index rose 1.9 per cent, mainly because the price freeze on most products was removed. The index was 11.2 per cent higher than in August 1973. The decline in the price of gasoline and motor oil in August 1974 was 0.5 per cent, but these prices were still 38.4 per cent higher than a year ago. The only other groups of products recording a price decline in August were dairy products, which declined 0.5 per cent, and fresh fruits and vegetables, which declined 3.7 per cent. The figures are all adjusted to eliminate the effects of normal seasonal changes in prices. The fact that the prices of fresh fruit and vegetables declined, on the seasonally adjusted basis, indicates that they fell even more than is normal for the month of August. All other items on the index increased. Meat, poultry and fish prices rose 4.7 per cent. Wearing apparel advanced 2.6 per cent–women's and girls' wear increased 3.5 per cent, footwear 2.1 per cent, and men's and boys' wear 1.7 per cent. The price of used cars rose 3.2 per cent. The cost of furnishing and operating a household advanced 2.0 per cent and the cost of medical care rose 1.6 per cent.

The food index rose 1.4 per cent in August to 162.8; housing 1.3 to 152.8; transportation 0.6 to 143.4; and health and recreation 1.1 to 142.6.



During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Employees' Association (CLC-SFL) (representing a unit of country elevator managers and country elevator managers' assistants employed by Manitoba Pool Elevators) (Conciliation Officer: A.E. Koopel).

Provost Cartage Inc., Anjou, Qué., and Provost Cartage Employees' Association (Conciliation Officer: M. Archambault).

Dallas & Mavis Forwarding Limited, Kelowna, B.C., and Teamsters Local 213 (Conciliation Officers: A.A. Franklin and J.M. Collins).

Settlements by conciliation officers.
Alltrans Express Limited, Burnaby, B.C., and International Association of Machinists and Aerospace Workers, Lodge 1857 (Conciliation Officers: D.H. Cameron and J.M. Collins) (see above).

Direct Winters Transport (Western) Limited, Winnipeg, Man. (formerly Learnington Transport (Western) Limited) and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A.E. Koppel) (see above).

Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 1764 (Conciliation Officer: C.A. Ogden) (LG, Nov., p. 816).

Radio Nord Inc. (CKRN-TV, CKRN, CKVD, CHAD) and Radio La Sarra Inc. (CKLS), Rouyn, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: J.J. de Gaspé Loranger) LG, Oct., p. 743).

Rebel Transport Limited, Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Officer: G.W. Rogers) (LG, Oct., p. 743).

Okanagan Radio Limited, Penticton, B.C., and Association of Commercial and Technical Employees, Local 1707 (CLC) (Conciliation Officers: G.W. Rogers and A.A. Franklin) LG, Oct., p. 743).

Canadian Overseas Telecommunication Corporation, Montréal, Qué., and Telecommunications Workers Union, Local 1653 (CLC) (representing a unit of office and clerical employees) (Conciliation Officer: G.R. Doucet) (LG, Oct., p. 743). (reassigned to S.T. Payne).

Algoma Central Railway, Sault Ste. Marie, Ont., and United Transportation Union (T) (Conciliation Officer: M.K. Carson) LG, Sept., p. 667).

Radio Drummond Ltée, Drummondville, Qué., and Le Syndicat général des communications (CSN) (Conciliation Officer: M. Archambault) LG, Sept., p. 667).

Radio Joliette Ltée (CJLM), Joliette, Qué., and Le Syndicat général des communications (CSN), Section CJLM (Conciliation Officer: M. Archambault) (LG, Aug., p. 583).

Radio Richelieu Ltée (CJSO), Sorel, Qué., and Le Syndicat général des communications (CSN), Section CJSO (Conciliation Officer: M. Archambault LG, Aug., p. 583).

SMT (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local 1229 (representing a unit of maintenance employees) (Conciliation Officer: R.L. Kervin) LG, July, p. 531).

SMT (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local 1229 (representing a unit of drivers) Conciliation Officer: R.L. Kervin) LG, July, p. 531).

Disputes in which there was no further conciliation action under Canada Labour Code (Part V — Industrial Relations). Motor Transport Industrial Relations Bureau of Ontario, Inc. (representing certain member companies within federal jurisdiction) and Teamsters Locals 91, 141, 879, 880 and 938 (Conciliation Officer: T.B. McRae) LG, Nov., p. 816).

Canadian Broadcasting Corporation, Montréal, Qué. and Le Syndicat général du cinéma et de la télévision (CNTU) (section Radio-Canada) (Conciliation Officer: G.R. Doucet) LG, Oct., p. 743).

Eldorado Nuclear Limited, Port Hope, Ont., and United Steelworkers of America, Local 13173 (Conciliation Officers: H.A. Fisher and Henry Bartenbach) (LG, Sept., p. 667).

Conciliation commissioner appointments. Freshwater Fish Marketing Corporation, Winnipeg, Man., and Retail, Wholesale and Department Store Union, Local 561 (Conciliation Commissioner: J.S. Gunn) LG, Nov., p. 816).

Pacific Pilotage Authority, Vancouver, B.C., and Canadian Merchant Service Guild (representing a unit of employees classified as launch masters and launch engineers) (Conciliation Commissioner: Hugh G. Ladner) (LG, Oct., p. 743).

Conciliation commissioner reports received. Freshwater Fish Marketing Corporation, Winnipeg, Man., and Retail, Wholesale and Department Store Union, Local 561 (Conciliation Commissioner: J.S. Gunn) (see above).

Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of ground personnel) (Conciliation Commissioner: R.G. Clements) (LG, Nov., p. 817).

National Harbours Board (Port Colborne Elevator), Port Colborne, Ont., and United Steelworkers of America (Conciliation Commissioner: George S.P. Ferguson, Q.C.) (LG, Sept., p. 668).

Conciliation commissioner settlement. National Harbours Board (Port Colborne Elevator) Port Colborne, Ont., and United Steelworkers of America (Conciliation Commissioner: George S.P. Ferguson, Q.C.) (see above).

Settlement reached at conciliation commissioner stage. Niagara Falls Bridge Commission, Niagara Falls, Ont., and Teamsters Local 879 (representing two bargaining units comprising (1) toll captains and (2) permanent employees classified as toll collectors, maintenance, janitor-handyman, janitoress and traffic director) (Conciliation Commissioner: Thomas C. O'Connor) (LG, Oct., p. 744).

Strike action following appointment of a mediator under Sec. 195 of the Canada Labour Code. Canadian Lake Carriers Association, Montréal, Qué. (representing certain member shipping companies) and Canadian Merchant Service Guild (settled with the mediation assistance of the Honorable John Munro, W.P. Kelly, C.E. Poirier and T.B. McRae).

Additions to the Library

LIST NO. 308

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ACCIDENTS

1. Quebec (Province). Commission des accidents du travail. Statistiques des accidents du travail. Statistics on work accidents. Québec, Editeur officiel du Québec [1974?] 149p.

AGE AND EMPLOYMENT

2. Baum, Daniel Jay. The final plateau; the betrayal of our older citizens. Toronto, Burns & MacEachern [1974] 315p.

ARBITRATION, INDUSTRIAL

3. U.S. National Mediation Board. Thirty-ninth annual report of the National Mediation Board, including the Report of the National Railroad Adjustment Board. For the fiscal year ended June 30, 1973. Washington, GPO, 1974. 103p.

COLLECTIVE AGREEMENTS

4. United Steelworkers of America. Canadian National Office. Research Department. Summary of collective agreements, March 1974. Toronto [1974] 227p.

COLLECTIVE BARGAINING

5. Morse, Bruce. How to negotiate the labor agreement; an outline summary of tested bargaining practice expanded from earlier editions. [5th ed.] Detroit, Trends Pub. Co. [1974] 83p.

6. Ogawa, Dennis T. Guide to statutory provisions in public sector collective bargaining: unit determination, by Dennis T. Ogawa and Joyce M. Najita. [Honolulu] Industrial Relations Center, University of Hawaii, 1973. 74p.

7. Schoen, Sterling Harry. Cases in collective bargaining and industrial relations; a decisional approach [by] Sterling H. Schoen [and] Raymond L. Hilgert. Rev. ed. Homewood, Ill., R.D. Irwin, 1974. 360p.

CO-OPERATIVE SOCIETIES

8. Bureau international du Travail. Caractéristiques et fonctions de l'entreprise coopérative. [1ère éd.] Genève, Bureau international du Travail [1974] 77p.

9. Bureau international du Travail. Comptabilité d'exploitation simplifiée à l'usage d'une petite coopérative de pays en voie de développement. Genève, Bureau international du Travail [1974] 90p.

CORPORATIONS — Finance

10. Johnson, Robert Willard. Canadian financial management [by] Robert W. Johnson [and] John D. Forsyth. Boston, Allyn and Bacon [1974] 569p.

DISADVANTAGED

11. Sobin, Dennis P. The working poor; minority workers in low-wage, low-skill jobs. Port Washington, N.Y., Kennikat Press, 1973. 194p.

DISCRIMINATION IN EMPLOYMENT

12. Ashenfelter, Orley Clark. Estimating the effects on cost and price of the elimination of sex discrimination: the case of telephone rates, by Orley Ashenfelter and John Pencavel. [Princeton, N.J.] Princeton University, Industrial Relations Section [1973] 16p.

13. U.S. Civil Service Commission. Guidelines for agency internal evaluation of equal employment opportunity programs. Rev. Feb. 1974. [Washington, GPO, 1974] 17p.

ECONOMIC POLICY

14. Jump, Gregory Victor. Policy options for high employment without inflation, by Gregory V. Jump [and] Thomas A. Wilson. Toronto, Institute for the Quantitative Analysis of Social and Economic Policy, University of Toronto, 1971. 24p.

EMPLOYMENT MANAGEMENT

15. Berghash, Robert. Investment in people: a small business perspective. [New York] AMACOM (1974) 26p.

ENERGY

16. Ontario. Ministry of Treasury, Economics and Intergovernmental Affairs. Office of Economic Policy. Direct energy requirements of Ontario manufacturing industries, 1971. [Toronto] 1974. 90p.

FEDERAL-PROVINCIAL RELATIONS

17. Morin, Claude. Le combat québécois. [Montréal] Editions du Boréal Express [1973] 189p.

HEALTH, PUBLIC

18. LeClair, Maurice. Overview of the Canadian health care system. Ottawa, Canada Dept. of National Health and Welfare [1974] 198p.

19. Migué, Jean-Luc. The price of health [by] Jean-Luc Migué and Gérard Bélanger. Translated from the French by Nicole Fredette and James Robinson. [Toronto] Macmillan of Canada [1974] 229p.

INDUSTRIAL HEALTH

20. Bureau international du Travail. Guide pour la sécurité et l'hygiène dans les manutentions portuaires. [1ère éd.] Genève, Bureau international du Travail [1974] 329p.

INDUSTRIAL PSYCHOLOGY

21. Research Conference on Labor Relations, University of California, Los Angeles. 15th, 1973. Management of conflict; implications for community relations and for the world of work; proceedings... presented by the Institute of Industrial Relations in cooperation with University Extension, University of California, Los Angeles. Los Angeles, Institute of Industrial Relations, University of California [1974] 85p.

INDUSTRIAL RELATIONS

22. Hemsworth, Lloyd. Adversaries in association; an address to the Personnel Association of Toronto Annual Spring Conference, April 19th, 1974. [Toronto, Innovative Management Relations Ltd., 1974] 16p.

IRON AND STEEL INDUSTRY AND TRADE

23. United Steelworkers of America. Canadian National Office. Statement of William Mahoney and Lynn Williams to the Steel Profits Inquiry, Toronto, Ontario, August 1, 1974. [Toronto, 1974] 14p.

LABOUR COLLEGES

24. Symposium on the Role of Universities in Workers' Education, Geneva, 1973. The role of universities in workers' education; [proceedings, etc.] Geneva [International Labour Office] 1974. 216p.

LABOUR ORGANIZATION

25. Coates, Daniel. Organized labor and politics in Canada: the development of a national labor code. Ann Arbor, University Microfilms, 1974 [c1973] 262p.

26. Harvey, Fernand. Aspects historiques du mouvement ouvrier au Québec [par] Fernand Harvey [et autres. Montréal] Éditions du Boréal express [1973] 226p. Sommaire. — Présentation, par F. Harvey. — Les Chevaliers du Travail, les États-Unis et la société québecoise, 1882-1902. — Problème social et naissance du syndicalisme catholique, par Louis Mahue. — Le mouvement politique ouvrier de Montréal, 1883-1929, par Alfred Charpentier. — Les grèves perdues, par Pierre Vallières. — Mutations du syndicalisme québécois: hypothèse en vue d'une recherche. — L'influence extragène en matière de direction syndicale au Canada, par Louis-Marie Tremblay. — Les centrales syndicales au Canada et au Québec, par R. Desrosiers et F. Harvey.

27. Simpson, Bill. Labour: the unions and the Party; a study of the trade unions and the British labour movement. London, Allen and Unwin [1973] 256p.

LABOUR STANDARDS

28. Canada. Department of Labour. Labour Standards Branch. Report on proceedings under the Canada Labour Code Part III (Labour Standards) for

the fiscal year ended March 31, 1974. Rapport des mesures prises en vertu du Code canadien du travail Partie III (Normes du travail) au cours de l'année financière terminée le 31 mars 1974. 4, 4p.

LABOUR UNIONS

29. Canadian Union of Public Employees. Provincial government employees and the Canadian Labour Congress; brief submitted by the Canadian Union of Public Employees to the special session of the Executive Council of the CLC, July 11, 1973. [Ottawa, 1973] 1 v.

30. Lingenfelter, Richard E. The hardrock miners; a history of the mining labor movement in the American West, 1863-1893. Berkeley, University of California Press, 1974. 278p.

31. Taft, Philip. United they teach; the story of United Federation of Teachers. Los Angeles, Nash Pub. [1974] 283p.

MANAGEMENT

32. French, Wendell Lowell. Organization development; behavioral science interventions for organization improvement [by] Wendell L. French and Cecil H. Bell. Englewood Cliffs, N.J., Prentice-Hall [1973] 207p.

MANPOWER POLICY

33. U.S. Department of Labor. Manpower Administration. A new approach to manpower; an introduction to the Comprehensive Employment and Training Act of 1973 for Prime Sponsors. [Washington, 1974] 9p.

34. U.S. National Manpower Advisory Committee. Federal manpower policy in transition; National Manpower Advisory Committee letters to the Secretaries of Labor and of Health, Education, and Welfare, 1972-73. [Washington] U.S. Department of Labor, Manpower Administration, 1974. 98p.

MARKETING

35. Conference Board. Marketing strategies; a symposium. Edited by Earl L. Bailey. New York, 1974. 109p.

MOTOR TRUCK TRANSPORT

36. Canada. Department of Labour. Accident Prevention and Compensation Branch. Guide for motor transport inspectors: [manual for the use of motor transport inspectors in interpreting and enforcing the Canada Motor Vehicle Operators Hours of Service Regulations. Ottawa, 1973] .1 v. Titre en français: Guide pour les inspecteurs du transport routier.

PAPER MAKING INDUSTRY AND TRADE

37. Canadian Pulp and Paper Association. Canadian pulp and paper capacity 1973-1976. Montreal, 1974. 15p.

PETROLEUM INDUSTRY AND TRADE

38. International Labour Organization. Petroleum Committee. Note on the proceedings of the Eighth session [Geneva, 2-13 April 1973]; reports, conclusions and resolutions. Geneva, 1973. 85p. Titre en français: Note sur les travaux de la huitième session, Genève, 2-13 avril 1973.

POVERTY

39. Balogh, Thomas, Baron Balogh. The economics of poverty. 2d ed. London, Weidenfeld and Nicolson [1974] 291p.

40. National Council of Welfare. Directory of low income citizen groups in Canada. Répertoire des groupes de citoyens à faible revenu au Canada. Ottawa, 1974. 84p.

SOCIAL INDICATORS

41. Christian, David E. Social indicators; the OECD experience. Paris, Organisation for Economic Co-operation and Development, 1974. 28p.

42. Conference on the Measurement of Economic and Social Performance, Princeton University, 1971. The measurement of economic and social performance [papers]. Milton Moss, editor. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1973. 605p.

43. Levitan, Sar A. Employment and earnings inadequacy: a new social indicator [by] Sar A. Levitan and Robert Taggart. Baltimore, John Hopkins University Press [1974] 113p.

44. Symposium on Social Indicators of the Quality of Working Life, Ottawa, 1973. Measuring the quality of working life; [proceedings]. Edited by Alan H. Portigal. [Ottawa, Canada Department of Labour, 1974] 280p.

SOCIAL SECURITY

45. Association internationale de la sécurité sociale. Les pouvoirs normatifs des institutions de sécurité sociale. Rapporteur: Moacyr Vellaso Cardoso de Oliveira. Paris, 1974. 76p.

46. Booth, Philip. Social security in America. Foreword by Fedele F. Fauri. Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, 1973. 180p.

47. Bureau international du Travail. Liste des instruments internationaux de sécurité sociale adoptés depuis 1946. Genève, Bureau international du Travail [1974] 148p.

48. Bureau international du Travail. La sécurité sociale des travailleurs migrants. Genève, Bureau international du Travail [1974] 149p.

49. Kelly, Laurence Alexander. The adjustment of social security benefits. Kingston, Ont., Industrial Relations Centre, Queen's University, 1974. 8p.

STATISTICS

50. American Statistical Association. Business and Economic Statistics Section. Proceedings, 1973. Papers presented at the Annual meeting of the American Statistical Association, New York City, December 27-30, 1973, under the sponsorship of the Business and Economic Statistics Section. Washington, 1974. 652p.

51. American Statistical Association. Social Statistics Section. Proceedings, 1973. Papers presented at the Annual meeting of the American Statistical Association, New York City, December 27-30, 1973 under the sponsorship of the Social Statistics Section. Washington, 1974. 444p.

WAGE AND SALARY ADMINISTRATION

52. Sibson, Robert Earl. Compensation; a complete revision of wages and salaries. [New York] AMACOM [1974] 239p.

WAGES AND HOURS

53. Canada. Department of Labour. Economics and Research Branch. Wage rates, salaries and hours of labour; final report, October 1973. Volume 2 - Industry rates. Titre en français: Taux de salaire, traitements et heures de travail, rapport final, octobre 1973. Volume 2 — Taux par industrie.

54. Goldstein, Marcus S. Income of physicians, osteopaths, and dentists from professional practice, 1965-69. [Washington, GPO, 1972] 118p.

55. Jones, Dewi Davies. P.E. Briefing guide to: Wages and employment in the E.E.C. [London] Kogan Page [1973] 159p.

56. U.S. Department of Labor. Wage and Hour Division. Elementary and secondary schools under the Fair labor standards act. January 1974. Washington, GPO, 1974. 10p.

WELFARE ECONOMICS

57. Sen, Amartya Kumar. On economic inequality. New York, W.W. Norton [1973] 118p.

WOMEN — EMPLOYMENT

58. U.S. Civil Service Commission. Manpower Statistics Division. Study of the employment of women in the federal government 1972. Prepared for the Federal Women's Program. Washington, GPO, 1973. 239p.

WORK SATISFACTION

59. Logan, Nancy. Job satisfaction among part-time and full-time employees, by Nancy Logan, Charles A. O'Reilly III and Karlene Roberts. Berkeley, 1973. p.33-41. Reprinted from Journal of Vocational Behavior, vol. 3, no. 1, Jan. 1973.

WORKMEN'S COMPENSATION

60. U.S. General Accounting Office. Need for a faster way to pay compensation claims to disabled federal employees; report to the Congress [on the] Department of Labor by the Comptroller General of the United States. [Washington, 1973] 17p.

labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*				
Week ended September 14, 1974		9,649	– 5.0	+ 4.7
Employed	September	9,218	– 5.0	+ 4.8
Agriculture	"	517	– 4.6	+ 3.6
Non-agriculture	"	8,700	– 5.1	+ 4.8
Paid workers	"	8,156	– 5.4	+ 4.8
At work 35 hours or more	"	7,370	+ 5.7	+ 4.2
At work less than 35 hours	"	1,386	+ 16.9	+ 6.1
Employed but not at work	"	462	– 70.2	+ 11.1
Unemployed	"	431	– 3.6	+ 2.4
Atlantic	"	58	–	+ 26.1
Quebec	"	149	– 6.3	– 3.2
Ontario	"	135	– 3.6	+ 5.5
Prairie	"	31	– 6.1	– 26.2
British Columbia	"	58	+ 1.8	+ 13.7
Without work and seeking work	"	415	– 2.4	+ 1.7
On temporary layoff up to 30 days	"	16	– 27.3	+ 23.1
INDUSTRIAL EMPLOYMENT(1961 = 100)†	June	146.5	+ 2.2	+ 5.0
Manufacturing employment(1961 = 100)†	"	138.0	+ 1.8	+ 3.9
IMMIGRATION	1st 6 mos. 1974	104,089	–	–
Destined to the labour force	" " "	52,210	–	–
STRIKES AND LOCKOUTS				
Strikes and Lockouts	August	245	+ 3.8	+ 46.7
No. of workers involved	"	73,905	– 29.8	– 30.6
Duration in man days	"	956,600	– 12.4	– 23.3
EARNINGS AND INCOME				
Average weekly wages and salaries(ind. comp.)†	June	176.55	+ 1.2	+ 5.1
Average hourly earnings (mfg.)†	"	4.31	+ 1.4	+ 11.9
Average weekly hours paid†	"	38.8	– 0.5	– 2.8
Consumer price index(1961 = 100)	Sept.	170.6	+ 0.6	+ 10.9
Index numbers of weekly wages in 1961 dollars(1961 = 100)†	June	134.5	–	– 1.7
Total labour income (millions of dollars)†	August	6350.7	+ 1.4	+ 19.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	August	221.6	+ 0.4	+ 5.1
Manufacturing	"	220.2	+ 1.0	+ 6.7
Durables	"	256.9	+ 1.5	+ 7.5
Non-durables	"	191.2	+ 0.6	+ 5.8
NEW RESIDENTIAL CONSTRUCTION**				
Starts	"	121,968	–	– 9.2
Completions	"	127,827	–	+ 3.4
Under construction	"	166,948	–	– 3.3

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1969-1974

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Percentage of Estimated Working Time
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
†1973	674	721	352,237	5,768,790	0.30
†1973:					
August	83	167	106,551	1,246,920	0.68
September	58	165	112,218	700,200	0.48
October	51	145	45,500	491,140	0.29
November	43	115	46,283	358,820	0.21
December	21	83	62,620	307,720	0.21
1974:					
†January	64	110	24,787	271,650	0.16
†February	65	127	43,782	420,340	0.27
†March	75	139	50,014	437,870	0.27
*April	79	151	59,921	619,740	0.38
*May	129	229	94,578	1,365,870	0.78
*June	117	227	218,367	2,089,590	1.27
*July	118	236	105,213	1,092,570	0.59
*August	110	245	73,905	956,600	0.52

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, AUGUST, 1974, BY INDUSTRY (PRELIMINARY)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	2	116	760
Fishing	–	1	1,000	22,000
Mines	3	9	3,890	46,450
Manufacturing	66	151	49,297	683,240
Construction	5	13	4,506	23,830
Transpn. & utilities	16	24	10,667	149,330
Trade	9	20	1,505	8,420
Finance	–	–	–	–
Service	8	21	2,421	20,230
Public admin.	2	4	503	2,340
All industries	110	245	73,905	956,600

STRIKES AND LOCKOUTS, AUGUST, 1974, BY PROVINCE (PRELIMINARY)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	6	7	1,486	23,680
Prince Edward Island	–	2	258	5,680
Nova Scotia	8	9	4,829	12,160
New Brunswick	4	4	1,479	1,520
Quebec	48	98	21,173	296,710
Ontario	27	74	30,122	432,930
Manitoba	–	3	122	2,560
Saskatchewan	1	2	510	2,820
Alberta	3	5	1,128	12,050
British Columbia	9	32	10,699	144,760
Federal	4	9	2,099	21,730
All jurisdictions	110	245	73,905	956,600

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
Howard & Bienvenu Lignoris, Qué.	Union des bucherons et employés de scierie	100	500	500	Aug. 13 Aug. 20	In sympathy with striking Carpenters loc. 2876—Return of workers
Consolidated Bathurst Ltd., Casey, Qué.	Carpenters loc 2817 (AFL-CIO/CLC)	301	1,290	1,290	Aug. 21 Aug. 27	Compensation for transportation—Settled by mutual agreement
Fishing						
Newfoundland Fisheries Assoc. Various locations, Nfld.	Food Workers various locals (AFL-CIO/CLC)	1,000	22,000	27,000	July 25	Prices paid for fish—
Mines						
METAL						
Cominco Ltd., Kimberley, B.C.	Assoc. of Commercial & technical employees loc 1672 (CLC directly chartered)	130	2,880	5,760	July 1	Wages, cost-of-living escalator clause, fringe benefits
Cominco Ltd., Salmo & Kimberley, B.C.	Steelworkers loc. 901 & 651 (AFL-CIO/CLC)	1,103	24,420	49,230	July 1	Wages, cost-of-living escalator clause
Utah Mines Ltd., Port Hardy, B.C.	Office Empl. loc. 15 (AFL-CIO/CLC)	613	10,510	10,510	Aug. 8	Wages & fringe benefits—
St. Lawrence Columbium & Metals Corp., Oka, Qué.	Steelworkers loc 7579 (AFL-CIO/CLC)	185	930	930	Aug. 26	Wages—
MINERAL FUELS						
Cardinal River Coals Hinton, Alta.	Mine Workers loc 1656 (CLC)	200	4,500	16,410	May 4	Fringe benefits—
Kaiser Resources Ltd Sparwood, B.C.	Mine Workers loc 7292 (CLC)	1,500	1,500	3,000	July 31 Aug. 2	Various grievances—Return of workers pending negociations
NON-METAL						
Domtar Chemicals Ltd Sifto Salt Division Goderich, Ont.	Chemical Workers loc 682 (AFL-CIO/CLC)	117	820	820	Aug. 9 Aug. 20	Wages, fringe benefits—Settled through mediation
Manufacturing						
FOOD & BEVERAGES						
Galco Food Products Ltd., Toronto, Ont.	Food Workers loc P1105 (AFL-CIO/CLC)	114	230	3,080	June 26 Aug. 13	Wages—Settled by mutual agreement

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Hiram Walker and Sons Ltd., Windsor, Ot.	Can. Union of Distillery Workers, loc 1	800	16,800	34,400	July 2	Lag in contracts talks
Walter Lowney Co. Ltée., Sherbrooke, Qué.	Bakery Workers loc 476 (AFL-CIO/CLC)	650	1,300	14,950	July 3 Aug. 3	Wages—Not reported
Quaker Oats Co. of Canada Ltd., Trenton Ont.	Food Workers loc P1172 (AFL-CIO/CLC)	195	4,100	7,810	July 5	Wages, cost-of-living clause—
Christie Bread (div. of Nabisco) & Christie Brown & Co. Ltd., Toronto, Ont.	Teamsters loc 647 (Ind.)	133	2,790	3,990	July 19	In sympathy with strikers at Christie Bread & Christie Brown—
Christie Bread, div. of Nabisco, Toronto Ont.	Bakery Workers loc 426 (AFL-CIO/CLC)	280	5,880	8,400	July 19	Wages—
Christie, Brown & Co. Ltd., Toronto, Ont.	Bakery Workers loc 426 (AFL-CIO/CLC)	565	11,870	16,960	July 19	In sympathy with workers at Christie Bread (div. of Nabisco)
Christie Brown, Montréal, Qué.	Bakery Workers loc 333 (AFL-CIO/CLC)	515	11,330	13,390	July 26	Cost-of-living adjustment—
Biscuit David, Montréal, Qué.	Commerce Federation (CNTU)	520	11,440	13,000	July 26	Wages—
Boulangerie Christie Ltée, Montreal, Qué.	Bakery Workers loc 55 (AFL-CIO/CLC)	142	2,840	2,840	Aug. 5	Cost-of-living adjustment—
General Bakeries Montréal, Qué.	Bakery Workers loc 55 (AFL-CIO/CLC)	210	1,680	1,680	Aug. 10 Aug. 22	Not reported—Not reported
Coopérative Fédérée du Qué. (Legrade Inc.) Princeville, Qué.	Commerce Federation (CNTU)	185	930	930	Aug. 23	Cost-of-living adjustment—
Alberta Brewers Agent Ltd., Edmonton, Calgary, Alberta	Brewery Workers loc 285 & 288 (AFL-CIO/CLC)	180	360	360	Aug. 29	Wages & Pension—
RUBBER						
Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers loc 133 (AFL-CIO/CLC)	1,200	25,200	153,600	Feb. 28	Wages & fringe benefits—
Goodyear Tire and Rubber Co. of Can. Ltd., Toronto, Ont., Bowmanville, Ont.	Rubber Workers locs. 189 & 232 (AFL-CIO/CLC)	2,150	47,610	198,010	April 25	Wages, cost-of-living clause—
Matériaux de Const. Domtar Ltée, Lasalle, Qué.	United Paperworkers loc 658 (AFL-CIO/CLC)	292	6,420	21,600	May 18	Wages & fringe benefits—
Union Carbide of Can. (Plastic Products div.) Lindsay, Ont.	Graphic Communications Union loc 512 (AFL-CIO/CLC)	400	8,860	20,580	June 21	Wages & fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Goodyear Québec, Qué.	Rubber Workers loc. 483 (AFL-CIO/CLC)	200	1,400	5,000	July 8 Aug. 12	Cost-of-living adjustment— Wage increase
Rubbermaid (Can,) Ltd. Mississauga, Ont.	Auto Workers loc 252 (CLC)	250	5,250	7,130	July 22	Wages—
Plant National Ltd. Ville Saint-Pierre, Qué.	Chemical Workers loc 245 (AFL-CIO/CLC)	220	1,540	1,540	Aug. 14 Aug. 24	Wages & fringe benefits— Settled by mutual agreement
TEXTILES						
Celanese Can. Ltée, Coaticook, Qué.	(CSD)	230	5,090	18,070	May 13	Wages & other questions, work schedule—
Consolidated Textiles Ltd., Alexandria, Ont.	Textile Workers Union loc 1664 (AFL-CIO/CLC)	200	4,430	11,760	June 10	Slowness in negociations, wages—
Harding Carpets Ltd., Brantford, Ont.	Can. Textile & Chemical Union loc 501 (CCU)	458	2,290	2,290	Aug. 19 Aug. 26	Wages & fringe benefits— Settled through mediation
Peerless Rug Co. Ltd. Acton Vale, Qué.	Textile Workers Union loc 1585-1 (AFL-CIO/CLC)	331	2,980	2,980	Aug. 20	Wages—
Moose River Mills Ltd. Acton Vale, Qué.	Textile Workers Union loc 1576 (AFL-CIO/CLC)	129	1,160	1,160	Aug. 20	Wages—
Penmans Ltd., Saint-Hyacinthe, Qué.	Textile Federation CNTU	330	7,260	21,120	May 31	Wages—
WOOD						
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers loc 1-217 (AFL-CIO/CLC)	200	4,400	99,200	Sept. 13 1972	Shorter hours, elimination of piece work, rates of pay—
Eurocan Pulp & Paper Co. Ltd., Kitimat, B.C.	United Paperworkers loc 1127 & 298 (AFL-CIO/CLC)	105	2,330	8,520	May 10	Schedule—
Rexwood Products Ltd. New Liskeard, Ont.	Carpenters loc 2995 (AFL-CIO/CLC)	112	2,390	5,730	July 3	Wages & fringe benefits—
Canadian Forest Prod. New Westminster, B.C.	Woodworkers loc 1-357 (AFL-CIO/CLC)	800	400	400	July 31 Aug. 1	Respecting Operating Engineers picket line—Return of workers when engineers returned
Howard & Bienvenu LaSarre, Qué.	Carpenters loc 2876 (AFL-CIO/CLC)	200	3,800	3,800	Aug. 6	Reduction of production premiums—
Canadian Cellulose Co. Ltd., Castlegar, B.C.	Woodworkers loc 1405 (AFL-CIO/CLC) Pulp & Paper Workers of Can. Loc. 1 (CCU)	733	2,200	2,200	Aug. 12 Aug. 15	Respecting office workers picket lines—Not reported

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
FURNITURE & FIXTURES						
Matelas Supreme Inc. Saint-Narcisse, Qué.	Building and Woo workers Federati on (CNTU)	116	2,420	18,150	Jan. 8	Wages & working conditions–
PAPER						
Consolidated Bathurst Packaging Ltd., Montréal, Qué.	Woodworkers loc 2-279 (AFL-CIO/CLC)	370	740	15,910	June 3 Aug. 4	Wages & fringe benefits–
Tahsis Co. (Gold River Pulp Mill), Gold River B.C.	Pulp & Paper Workers of Can. loc 11 (CCU)	378	8,370	24,030	June 3	Not reported–
Papeterie Canadienne Joliette, Qué.	Communication Workers Fed'n (CNTU)	180	3,960	7,740	July 3	Wages & fringe benefits–
North Western Pulp & Power Ltd., Hinton Alta.	United Paper-workers loc 885 (AFL-CIO/CLC)	450	1,610	1,610	Aug. 2 Aug. 7	Reopening of negociations on pollution control–Return of workers under injunction
Continental Can. of Canada Ltd., Montréal, Qué.	Paper Workers Fed'n (CNTU)	105	1,580	1,580	Aug. 12	Wages & holidays–
PRINTING & PUBLISHING						
Le Soleil, Québec, Qué.	Communication Workers Fed'n (CNTU)	107	110	110	Aug. 26 Aug. 26	Wages–Return of worker after 12 hours
PRIMARY METAL						
Québec Iron Foundries Ltd., Mont-Joli, Qué.	Steelworkers loc 6506 (AFL-CIO/CLC)	146	1,150	8,970	May 18 Aug. 11	Wages, safety–Settled by mutual agreement.
Fonderie Sainte-Croix Saint-Jean, Qué.	Steelworkers loc's 7016-2 & 6490 (AFL-CIO/CLC)	116	1,390	7,130	May 21 Aug. 19	Wages, contract term & other issues–Settled by mutual agreement.
Noranda Metal Ind. Ltd. Annacis Island, B.C.	Can. Assoc. of Ind. Mechanical Workers, loc 4 (CCU)	208	4,580	13,320	June 1	Wages, cost-of-living clause–
Cominco Ltd. Trail, B.C.	Steelworkers loc 480 (AFL-CIO/CLC)	2,800	62,000	124,000	July 1	Wages, cost-of-living clause, seniority rights, job evaluation–
Cominco Ltd. Trail, B.C.	Assoc. of Commercial & Technical Employees loc 1705 (CLC directly chartered)	485	10,740	21,480	July 1	Wages, cost-of-living clause, seniority rights, job evaluation–
Alcan Products (Can) Ltd., Kingston, Ont.	Steelworkers loc 343 & Machinists loc 54 (AFL-CIO/CLC)	1,300	27,300	37,700	July 22	Wages, cost-of-living escalator clause–
Enamel & Heating Products Ltd., Sackville, N.S.	Three Unions (AFL-CIO/CLC)	190	90	90	Aug. 6 Aug. 7	Suspension of two employees– Settled by mutual agreement

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Lynn MacLeod Ltd. Thetford, Mines, Qué.	Steelworkers loc 780 (AFL-CIO/CLC)	170	1,360	1,360	Aug. 7 Aug. 19	Seniority issue—Agreement to negociate grievances
Holmes Foundry Ltd. Point Edward, Ont.	Auto Workers loc 456 (CLC)	621	3,730	3,730	Aug. 13 Aug. 21	Cost-of-living clause— Settled by mutual agreement
Galt Malleable Iron Co. Ltd., Cambridge, Ont.	Steelworkers loc 2899 (AFL-CIO/CLC)	192	1,540	1,540	Aug. 14 Aug. 26	Wages—Settled by mutual agreement
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers loc 3172 (AFL-CIO/CLC)	112	220	220	Aug. 15 Aug. 19	Not reported—Settled by mutual agreement
Sydney Steel Corp. Sydney, N.S.	Steelworkers loc 1064 (AFL-CIO/CLC)	3,000	6,000	6,000	Aug. 23 Aug. 25	Wages & fringe benefits—Return of workers
METAL FABRICATING						
Accessories Manufacturers Ltd., Saint-Rémi, Qué.	Steelworkers loc 7625 (AFL-CIO/CLC)	107	1,820	6,310	May 31 Aug. 26	Wages & fringe benefits—Settled through conciliation
Stanley Works of Can. Ltd., Roxton Pond, Qué.	Machinists loc 909 (AFL-CIO/CLC)	258	5,680	13,300	June 18	Cost-of-living escalator clause—
Héroux Ltée, Longueuil, Qué.	(CSD)	425	9,350	14,880	July 15	Wages & fringe benefits—
Stanley Door Systems Ltd., Wingham, Ont.	Teamsters loc 879 (IND.)	100	2,100	2,400	July 29	Wages—
York Div. Borg. Warner (Can.) Ltd., Saint-Jérome, Qué.	Steelworkers loc 6333 (AFL-CIO/CLC)	156	3,430	3,430	Aug. 1	Cost-of-living escalator clause—
Cooper Tool Group Ltd. Barrie, Ont.	Steelworkers loc. 6709 (AFL-CIO/CLC)	174	2,610	2,610	Aug. 12	Wages & fringe benefits—
Babcock & Wilcox Can. Ltd., Cambridge, Ont.	Steelworkers loc 2859 (AFL-CIO/CLC)	700	1,750	1,750	Aug. 14 Aug. 18	Wages, breakdown in negociation—Return of workers
Velan Engineering Saint-Laurent, Qué.	Fed'n of Metal Trades Unions (CNTU)	320	4,160	4,160	Aug. 14	Wages, cost-of-living clause—
Cooper Tool Group Ltd., Port Hope, Ont.	Steelworkers loc 6497 (AFL-CIO/CLC)	290	3,770	3,770	Aug. 14	Wages & fringe benefits—
Lennox Industries (Can.) Ltd., Etobicoke Ont.	Steelworkers loc 7235 (AFL-CIO/CLC)	165	250	250	Aug. 20 Aug. 22	Grievance over supervisor—Settled by mutual agreement
Dominion Chain Co. Ltd. Stratford, Ont.	Machinists loc 1927 (AFL-CIO/CLC)	375	380	380	Aug. 28 Aug. 29	Sympathy strike—Settled by mutual agreement
MACHINERY						
Phoenix Steel Saint-Paul l'Ermite, Qué.	Sheet Metal Workers loc 116 (AFL-CIO/CLC)	140	3,080	8,460	May 31	Wages, fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Gould Manufacturing Ltd., St-Thomas, Ont.	Machinists loc 1975 (AFL-CIO/CLC)	370	7,770	23,680	May 31	Wages, cost-of-living–
Sangamo Co. Ltd. Trois-Rivieres, Qué.	Machinists loc 1865 (AFL-CIO/CLC)	185	4,070	6,480	July 15	Not reported–
Miehle-Goss-Dexter, Americas Co., Cambridge, Ont.	Steelworkers loc 2890 (AFL-CIO/CLC)	133	1,330	2,660	July 18 Aug 16	Wages–Settled by mutual agreement, wage increase
AP Parts of Can. Ltd Etobicoke, Ont.	Auto Workers loc 252 (CLC)	230	2,190	2,190	Aug. 19	Wages & fringe benefits–
TRANSPORTATION EQUIPMENT						
United Aircraft of Can. Ltd., Longueuil, Qué.	Auto workers loc 510 (CLC)	2,600	57,200	431,600	Jan. 7	Union security, wages, cost-of-living clause–
Industrie L'Islet Inc Isletville, Qué.	Metal Trades Democratic Fed'n (CSD)	285	6,270	16,820	June 7	Wages–
Volvo Canada Ltd. Halifax, N.S.	Auto workers loc 720 (CLC)	185	4,070	9,250	June 21	Wages–
Bendix-Eclipse Ltd. Windsor, Ont.	Auto workers loc 195 (CLC)	600	12,600	24,900	July 3	Contract clauses–
Inter. Harvester Co. of Canada Ltd., Chatham, Ont.	Auto workers loc 127 (CLC)	1,350	28,350	56,700	July 3	Cost-of-living formula, wages, voluntary overtime–
Commodore Mobile Homes Saint-Jean, Qué.	United Textile Workers loc 490 (AFL-CIO/CLC)	121	2,660	4,960	July 5	Cost-of-living adjustment–
Prebuilt Ind. Ltd. Lethbridge, Alta.	Carpenters loc 2998 (AFL-CIO/CLC)	200	4,400	4,400	Aug. 1	Wages & fringe benefits–
Budd Automotive Co. of Canada Ltd., Kitchener, Ont.	Auto workers loc 1451 (CLC)	1,950	11,700	11,700	Aug. 8 Aug. 16	Application of incentive pay rates–Settled by mutual agreement
Moto-Ski Ltée LaPocatiere, Qué.	Fed'n of Metal Trades Unions (CNTU)	295	1,030	1,030	Aug. 8 Aug. 14	Wages, cost-of-living adjustment–Return of workers when negociations resumed.
Griffin Steel Foundries Ltd., Sainte-Hyacinthe, Qué.	Metal Trades Democratic Fed'n., (CSD)	179	2,690	2,690	Aug. 12	Cost-of-living adjustment–
Marystown Shipyards Marystown, Nfld.	Marine Workers loc 20 (CLC)	350	1,150	1,150	Aug. 12 Aug. 17	Not reported–Not reported
Davie Shipbuilding Ltd., Lauzon, Qué.	Fed'n of Metal Trades Unions (CNTU)	1,256	10,050	10,050	Aug. 13 Aug. 26	Cost-of-living adjustment, job classification–Settled by mutual agreement; wage increase & cost-of-living clause.
Ingersoll Machine & Tool Ltd., Ingersoll, Ont.	Steelworkers loc 2918 (AFL-CIO/CLC)	155	1,860	1,860	Aug. 14	Wages, fringe benefits–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Bendix Home System Saint-Jérome, Qué.	Carpenters loc 2587 (AFL-CIO/CLC)	335	3,020	3,020	Aug. 20	Wages, cost-of-living adjustment–
Hawker Siddeley Can. Ltd., Dartmouth, N.S.	Marine Workers Fed'n loc 13 (CLC)	175	260	260	Aug. 26 Aug. 28	Suspension of non-union supervisor–Return of workers under cease and desist order
Fruehauf Trailer Co. of Can. Ltd., Mississauga, Ont.	Auto Workers loc 252 (CLC)	550	550	550	Aug. 27 Aug. 28	Respected other workers picket line for one day–Return of workers
ELECTRICAL PRODUCTS						
Inglis Limited, Toronto, Ont.	Steelworkers loc's 2900 & 4487 (AFL-CIO/CLC)	970	20,370	99,910	April 5 Aug. 19	Wages, fringe benefits–Settled through mediation
Emerson Electrical (Motor Div.) Can. Ltd. Markham, Ont.	U.E. loc 522 (CLC)	245	5,150	15,440	June 1	Wages, fringe benefits, compulsory overtime–
Sperry Gyroscope Sperry Rand Can. Ltd. Ottawa, Ont.	Auto Workers loc 641 (CLC)	150	3,150	7,950	June 17	Wages, cost-of-living escalator clause–
Asea Ind. Ltée Sainte-Julie de Vercheres, Qué.	CLC directly chartered loc 1677	153	1,840	4,820	July 4 Aug. 19	Wages & voluntary overtime–Cost-of-living escalator clause, wage increase over two years, voluntary overtime
Chromalox Canadian Co. Ltd., Rexdale, Ont.	Auto workers loc 252 (CLC)	575	12,080	22,430	July 6	Wages–
GTE Automatic Electric (Can.) Ltd., Brockville, Ont.	I.U.E. loc 526 (AFL-CIO/CLC)	900	7,200	7,200	Aug. 7 Aug. 19	Wage increase given to other workers–Return of workers pending further negociations
Sola Basic Ltd. Etobicoke, Ont.	Machinists loc 1168 (AFL-CIO/CLC)	165	2,480	2,480	Aug. 12	Wages & fringe benefits–
Radio Engineering Products, Atholville, N.B.	IBEW loc 2121 (AFL-CIO/CLC)	194	190	190	Aug. 13	Wages–Settled by mutual agreement
Great Lakes Carbon Can. Ltd., Berthierville, Qué.	Fed'n of Metal Trades Unions (CNTU)	190	1,430	1,430	Aug. 16 Aug. 27	Suspension of three employees–Settled by mutual agreement
NON-METALLIC MINERAL PRODUCTS						
19 Concrete Firms Various locations, B.C.	Teamsters loc 213 (Ind.)	450	3,150	15,750	June 21 Aug. 12	Wages & fringe benefits–Settled by mutual agreement
Ciment Indépendant Inc., Montréal, Qué.	Int. Operating Engineers loc 791-B (AFL-CIO/CLC)	300	2,100	9,000	June 27 Aug. 12	Wages & fringe benefits–Wage increase & reduction in hours
General Abrasive (Can.) Ltd., Niagara Falls, Ont.	Chemical Workers loc 420 (AFL-CIO/CLC)	162	3,400	4,700	July 20	Cost-of-living adjustment–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Canadian Refractories Ltd., Marelan & Kilmar, Qué.	Steelworkers loc 6213 (AFL-CIO/CLC)	510	1,820	3,350	July 29 Aug. 6	Wages–Wage increase in two year contract. Settled through conciliation
The Exolon Co. of Can. Ltd., Thorold, Ont.	Chemical Workers loc 582 (AFL-CIO/CLC)	241	4,820	4,820	Aug. 4	Wages & fringe benefits–
Francon (1966) Ltd. Montréal, Qué.	Building & Wood-workers Fed'n (CNTU)	850	1,700	1,700	Aug. 29	Cost-of-living clause, voluntary overtime–
CHEMICAL PRODUCTS						
Uniroyal Ltd. (Chemical Div.), Elmira, Ont.	Steelworkers loc 13691 (AFL-CIO/CLC)	165	1,300	9,080	May 26 Aug. 12	Wages, fringe benefits–Settled by mutual agreement
Johnson & Johnson Montreal, Qué.	United Textile Workers loc 450 (AFL-CIO/CLC)	650	14,300	24,050	July 11	Cost-of-living escalator clause–
Canadian Titanium Pigments, Varennes, Qué.	Fed'n of Metal Trades Unions (CNTU)	180	3,960	5,760	July 18	Cost-of-living adjustment–
Canadian Industries Ltd., Brownsburg, Qué.	Steelworkers loc 14138 (AFL-CIO/CLC)	850	12,750	12,750	Aug. 12	Cost-of-living adjustment–
Construction						
Plastering Assoc. of Toronto, Toronto, Ont.	Plasterers loc 48 (AFL-CIO/CLC)	250	5,250	55,250	Oct. 17 1973	Not reported–
Three Elevator firms Montreal & Québec, Qué.	Elevator Const. loc 89 (AFL-CIO/CLC)	100	1,200	2,700	July 11 Aug. 19	Protesting gov. decree–Return of workers pending study of grievances
*Aishihik Constructors Whitehorse, Yukon	IBEW loc 344 (AFL-CIO/CLC)	290	290	2,360	July 22 Aug. 1	Use of non union company–Settled through mediation
Const. Assoc. of PEI Various locations, P.E.I.	Labourers loc 1079 (AFL-CIO/CLC)	250	5,500	6,250	July 29	Wages–
Hydro Electric Power Commission of Ont. Various areas, Ont.	IBEW loc 1788 (AFL-CIO/CLC)	1,500	7,350	7,700	July 31	Allowances & jurisdictional dispute–
Canaton Mon-Max Ltd. Glace Bay, N.S.	Various trade unions	918	920	920	Aug. 16 Aug. 19	Disciplining of eighteen workers–Return of workers
New Brunswick Electric Power Commission, Lorneville, N.B.	Structural Iron Workers loc 752 Labourers loc 2262 (AFL-CIO/CLC)	1,000	1,080	1,080	Aug. 19 Aug. 21	Union jurisidiction–Dispute settled

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Transp'n & Utilities						
TRANSPORTATION						
*Western Terminals Ltd., Corner Brook, Nfld.	Railway Clerks loc 267 (AFL-CIO/CLC)	100	200	400	July 30 Aug. 2	Cost-of-living adjustment– Return of workers
Montreal Urban Community Transit Commission, Montreal, Qué.	Public Service Fed'n (CNTU)	1,600	28,570	28,570	Aug. 7	Suspension of 73 workers & cost-of-living adjustment–
*Canadian Lake Carriers Assoc., Great Lakes and St. Lawrence River	Canadian Marine Officers Union (AFL-CIO/CLC)	400	6,860	6,860	Aug. 8	Wages, cost-of-living escalator clause–
*Canadian Lake Carriers Assoc., Great Lakes and St. Lawrence River	Canadian Merchant Service Guild (CLC)	427	7,320	7,320	Aug. 8	Wages, cost-of-living escalator clause–
Toronto Transit Commission, Toronto Ont.	Transit Union loc 113, Machinists loc 235 (AFL-CIO/CLC) & Public Employees loc 2 (CLC)	5,666	80,940	80,940	Aug. 12	Wages, hours of work–
*Canadian National Railways, Vancouver B.C.	Railway, Transport & General Workers (CLC)	100	100	100	Aug. 19 Aug. 20	Cost-of-living adjustment– Return of workers
STORAGE						
*Five Grain Co. Vancouver, B.C.	Grain Workers Union loc 333 (CLC directly chartered)	602	3,010	3,010	Aug. 26	Wages–
COMMUNICATIONS						
Québec-Téléphone Rimouski, Qué.	EBEW loc 2200 Plant Employees (AFL-CIO/CLC)	420	4,620	4,620	Aug. 16	Cost-of-living adjustment–
Québec-Téléphone Rimouski, Qué.	IBEW loc 2200 Traffic Employees (AFL-CIO/CLC)	359	3,950	3,950	Aug. 16	Cost-of-living adjustment–
Québec Téléphone Rimouski, Qué.	IBEW loc 2200 Office Employees & Technicians (AFL-CIO/CLC)	500	5,500	5,500	Aug. 16	Cost-of-living adjustment–
Trade						
Darrigo's Food Markets Toronto, Ont.	Food Workers locs 175 & 633 (AFL-CIO/CLC)	217	720	14,640	May 1 Aug. 6	Wages & fringe benefits–Return to work under union orders
Ferronnerie Coté Boivin Chicoutimi, Qué.	(CNTU)	100	700	4,800	June 3 Aug. 11	Wages–Not reported

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1974 (PRELIMINARY) (CONCL'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Dominion Stores Ltd. Toronto, Ont.	Retail, Wholesale Union loc 414 (AFL-CIO/CLC)	585	1,460	1,460	Aug. 15 Aug. 19	Wages & fringe benefits—Settled through mediation
John Millen Montréal, Ont.	Teamsters (Ind.)	200	600	600	Aug. 28	Wages—
Services						
EDUCATION						
Toronto Board of Education, Toronto, Ont.	Various unions	403	8,460	10,880	July 24	Wages—
University of Regina University of Sask. Regina, Sask.	CLC directly chartered loc 54	420	840	840	Aug. 13 Aug. 15	Wages—Not reported
North York Board of Education, Willowdale Ont.	Carpenters loc 3219 (AFL-CIO/CLC)	236	2,600	2,600	Aug. 16	Wages & fringe benefits—
The Nipissing Board of Education, North Bay, Ont.	Public Employees loc 1165 (CLC)	176	880	880	Aug. 26	Wages—
Selkirk College & Eight School Districts Various districts, B.C.	Public Employees various locals (CLC)	410	820	820	Aug. 29	Wages & fringe benefits—
Ped County Board of Education Cooksville, Ont.	Public Employees loc 1628 (CLC)	351	350	350	Aug. 30	Wages & fringe benefits—
Public Administration						
LOCAL ADMINISTRATION						
Various Municipalities Lower Mainland, Richmond, Delta Coquitlam & North Vancouver, B.C.	Fire Fighters various locals (AFL-CIO/CLC)	389	290	290	Aug. 7 Aug. 8	Wages—Return of firemen under back-to-work order
City of Sydney Sydney, N.S.	Public Employees loc 759 (CLC)	130	200	200	Aug. 26 Aug. 27	Jurisdictional dispute—Not reported

*Federal jurisdiction.

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Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1972.

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Working Conditions in Canadian Industry, 1972. (Bilingual). Price $2.00. Cat. No. L2-15/1972.

Measuring the Quality of Working Life. Proceedings of a symposium on social indicators of working life. Ottawa, March 19 and 20, 1973. Edited by Alan H. Portigal. Price $4.00. Cat. No. L41-13/1974.

Productivity, Costs and Prices. An examination of trends in selected manufacturing industries, by Allan A. Porter. 1973. Occasional Paper No. 7. Price $3.75. Cat. No. L41-1173.

WOMEN'S BUREAU

Women's Bureau '69. Papers dealing with the new role of women; discriminatory practices in connection with the recruitment of highly qualified women; and a consideration of the economic value of unpaid domestic services. (Bilingual). Free.

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Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

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